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Agendas / Minutes Of The Mayor's Race Relations Committee

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Mayor's Race Relations Committee

NOTICE OF MEETING

Mayor's Race Relations Committee
Monday, 1993 January 25
4:30 o'clock p.m.
Room 219, City Hall

Stella Glover
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Minutes of Meeting Held 1992 November 23. (attached)
2. Matters Arising.
3. Lincoln Alexander Awards Programme. (attached)
4. Theatre Production on Employment Equity. (attached)
5. **Sub-Committee Reports:**
   - (a) Budget Sub-Committee
   - (b) Media Sub-Committee
   - (c) Mediation Sub-Committee
   - (d) Membership
   - (e) Public Awareness
6. Other Business.
7. Adjournment.

Monday, 1992 November 23
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Geoffrey Small
Marc Haas
Monty Motomura
Santokh Pooni
Sharon Bonham
Michael Webber

Also present: Sandra Wilson, Vice-Chairperson, Mayor's Race Relations Advisory Council
John Johnston, Commissioner of Human Resources
Jayne Munroe, Human Resources Centre
Scouter Ward, Anti-Racism Directorate
Staff Sgt. Brian Bennett, H.W.R.P.
Stella Glover, Secretary, Mayor's Race Relations Committee

Presentations

(b) City & Region Human Resources Centre Initiatives

Marlene Thomas-Osbourne took the Chair and introduced and welcomed John Johnston and Jayne Munroe from the Human Resources Department.

Mr. Johnston advised the Committee of initiatives taken by the Human Resources Department with regard to Harassment in the Workplace. He said three years ago the Human Resources Department had received a specific complaint and became involved with the Mayor's Race Relations Committee and had made a commitment at that time to re-examine their procedures. Mr. Johnston circulated copies of a brochure entitled "It's No Joke" and advised of the 'No Joke' campaign which the Human Rights Commission were using as a tool on how an employer could work with the workforce. He said the Ontario government had also been provided with information on this campaign. He said mandatory training had been given to all supervisors of personnel and that this had already paid off; issues were now being handled in the department and employees were showing a greater sensitivity to people's feelings. Mr. Johnston showed a video which, after being shown to employees, was followed up by training officers. He said the persons in the video were employees of the City and Region.

Ms. Jayne Munroe was introduced and spoke about policies and procedures. She said a number of policies had been amended, including the policy against harassment and discrimination, and a sexual harassment policy drafted. She said a draft amended Race Relations Policy was in process and a course entitled "Racism in the Workplace" was to be made available in 1993 in more detail. She said an AIDS Awareness session was being developed together with a Rape Prevention series.

Mr. Johnston then spoke on employment equity and referred to the 1987 Workforce Survey which had been used as an indicator of the areas to be targeted. He said the weakest part of the overall organizational structure was the upward mobility of women, and the lateral movement of women into non-traditional work units, and that the Human Resources Department have spent a lot of time in these areas. He said they had been supportive of the initiatives the government had shown but noted that a lot of material required was not

readily available. Mr. Johnston cited the difference in occupational codes which created difficulties. He said it was anticipated that another workforce survey would be done in the fall when the regulations were laid down. He said employment equity was an enormous undertaking and explained some of the difficulties involved in implementation.

Mr. Johnston was then asked about contract compliance and said that nothing was presently being done in that area. He said, at the present time, contract compliance had not received the support of Council and he felt that if employment equity worked then that would become a dead issue. Jayne Munroe said one of the regulations that the Task Force was looking at applied to employers who were exempt but would have to sign a declaration that they were in support.

The Committee then asked questions and, in response to a question regarding goals and timetables, Mr. Johnston explained that at the present time the Region and the City were not hiring so this was not an urgent priority. However he said they would move towards this in the future. He said two departments had already initiated goals and timetables. With regard to promotional practices, Mr. Johnston said the Human Resources Department was attempting this but that it was hard to keep track of as there are over 7,000 employees in the workforce. Jayne Munroe spoke on complaints received and work carried out in conjunction with the local Ontario Human Rights Office.

Scouter Ward, of the Ontario Anti-Racism Secretariat, congratulated the Human Resources Department on the video.

The Co-Chairperson thanked Mr. Johnston and Ms. Munroe for responding very quickly to the Committee's invitation and for showing the work which was being done. She said the Race Relations Committee and the City of Hamilton should be very proud of what was happening in the City. Mrs. Thomas-Osbourne said the Committee would be happy to have continued dialogue with the Human Resources Department and to participate wherever possible and provide input. Mr. Johnston said he would be happy to do so and appreciated the initiative taken by the Committee.

At this point Mr. Johnston and Ms. Munroe left the meeting.

8.(d) Membership Sub-Committee Report

The Committee agreed to hear this item out of order as the Chairperson of the Membership Sub-Committee had to leave the meeting.

Mr. Pooni reported for the Membership Sub-Committee and asked all Chairpersons of Sub-Committees to be in attendance at Mayor's Race Relations Advisory Council meetings in the future. He gave a copy of the membership list of Sub-Committees to all Sub-Committee Chairpersons and asked that they add or delete any members and give a copy of the finalized document to the Secretary. Mr. Pooni advised that the new member of the Advisory Council would be Mr. Herbert Joseph although difficulty had been experienced in locating him.

The Committee received the Membership Report for information.

Presentations

(a) Hamilton-Wentworth Regional Police Careers Video

Staff Sgt. Brian Mullan attended and showed a new Police Careers video and asked the Committee for input thereon.

Concern was expressed that the video could give a false message that police work was all action and that the video had not shown enough of the human element. Staff Sgt. Mullan explained that the video attempted to show the emergency aspect of police work. It was noted that the video was part of the employment equity programme and was attempting to get visible minorities to apply for employment in the Police Department. It was pointed out that no native persons were shown in the video and it was suggested that this be done in order to encourage more native people to join the Police Department.

The Mayor said he felt the video was very well done and that it showed compassion. It was noted that handicapped people were not featured in the video and Staff Sgt. Mullan said that this could be accomplished easily by showing the radio and dispatch room.

Staff Sgt. Mullan said the Committee's suggestion with regard to visible minority representation on the hiring board had been considered but that, at that time, no action would be taken. He said this was not feasible with the contractual arrangements which presently existed, but he hoped that there would be ongoing dialogue at various stages with the Committee.

1. Minutes of Meeting

The minutes of meeting held 1992 October 26 were **ADOPTED** as presented.

Due to the lateness of the hour, the items requiring ratification by the Committee were dealt with out of order.

6. 1993 Meeting Schedule

The following meeting schedule was adopted for 1993:

The Mayor's Race Relations Committee will meet on the fourth Monday of the month at 4:30 p.m. in Room 219 as follows:

January 25	June 28
February 22	September 27
March 22	October 25
April 26	November 22
May 31 (one week late due to Victoria Day holiday)	

It was noted that this schedule could be subject to change once the two Committee members who were Professors at McMaster became aware of their 1993 teaching schedules.

8. Sub-Committee Reports

(a) **Budget Sub-Committee**

The Committee was in receipt of a proposed budget for 1993.

Mr. Webber suggested that more money be placed towards cultural exchanges rather than Committee-sponsored seminars in order to get more involved in the community and in public awareness. The Committee therefore **AGREED** to adopt the 1993 budget as amended as follows:

Committee-sponsored seminars	$7,000.00
Cultural exchanges	4,000.00
Travel for attendance at out-of-town seminars	1,000.00
Monthly meeting expenses	1,300.00
Total 1993 Budget Request	$13,300.00

3. Private and Confidential

The Committee then retired in camera to deal with a private and confidential matter.

4. Resignation of Mayor's Race Relations Advisory Council Member

The Committee resumed in open session and received with regret the resignation of Ms. Angela Rado from the Mayor's Race Relations Advisory Council. This matter was referred to the Membership Sub-Committee to fill the vacancy created by Ms. Rado's resignation.

5. Request for Speaker

The Committee was in receipt of a request from the Junior League of Hamilton Burlington for a speaker for their General Meeting to be held on Wednesday, March 31, 1993. Marlene Thomas-Osbourne volunteered to speak at this meeting.

7. Mayor's Race Relations Advisory Council Chairperson's Report

Michael Webber reported for the Mayor's Race Relations Advisory Council and advised that Rhoda Howard had given a very revealing talk on her visit to South Africa at the last meeting of the Mayor's Relations Advisory Council. Mr. Dennis Concordia of the Spectator had also attended the meeting and had advised the Advisory Council of telephone lines through which touch tone telephone users could access various information. He said the Spectator was proposing the introduction of multicultural lines and were looking for input into the information to be given out and the languages to be spoken. He said this matter had been referred to the Public Awareness Sub-Committee.

Mr. Webber said that the next Advisory Council meeting would be February 12 at 4:15 p.m. and advised of the 1993 meeting schedule for the Mayor's Race Relations Advisory Council.

8. Sub-Committee Reports

(b) **Media Sub-Committee**

It was noted that there was no Media report at this time.

(c) **Mediation Sub-Committee**

The Committee retired in camera to receive the Private and Confidential Mediation Sub-Committee report.

The Committee then resumed in open session.

(e) **Public Awareness Sub-Committee**

Monty Motomura reported for the Public Awareness Sub-Committee and said a meeting would be held on December 09. He said a joint planning meeting with Status of Women Sub-Committee members was also planned for November 24 to plan a conference on Racism and Sexism which was hoped to take place in February, 1994.

9. Other Business

(a) **Police Job Action**

The Committee briefly discussed the police job action although no recommendation was made in this regard.

(b) **Urban Alliance for Race Relations Employment Equity Status Forum**

The Committee was advised of an Employment Equity Status Forum and Careers Fair to be held at Toronto City Hall by the Urban Alliance for Race Relations Committee. It was noted that this was a free forum and the Committee **AGREED** to rent the city van or car to transport members wishing to attend this event.

10. Adjournment

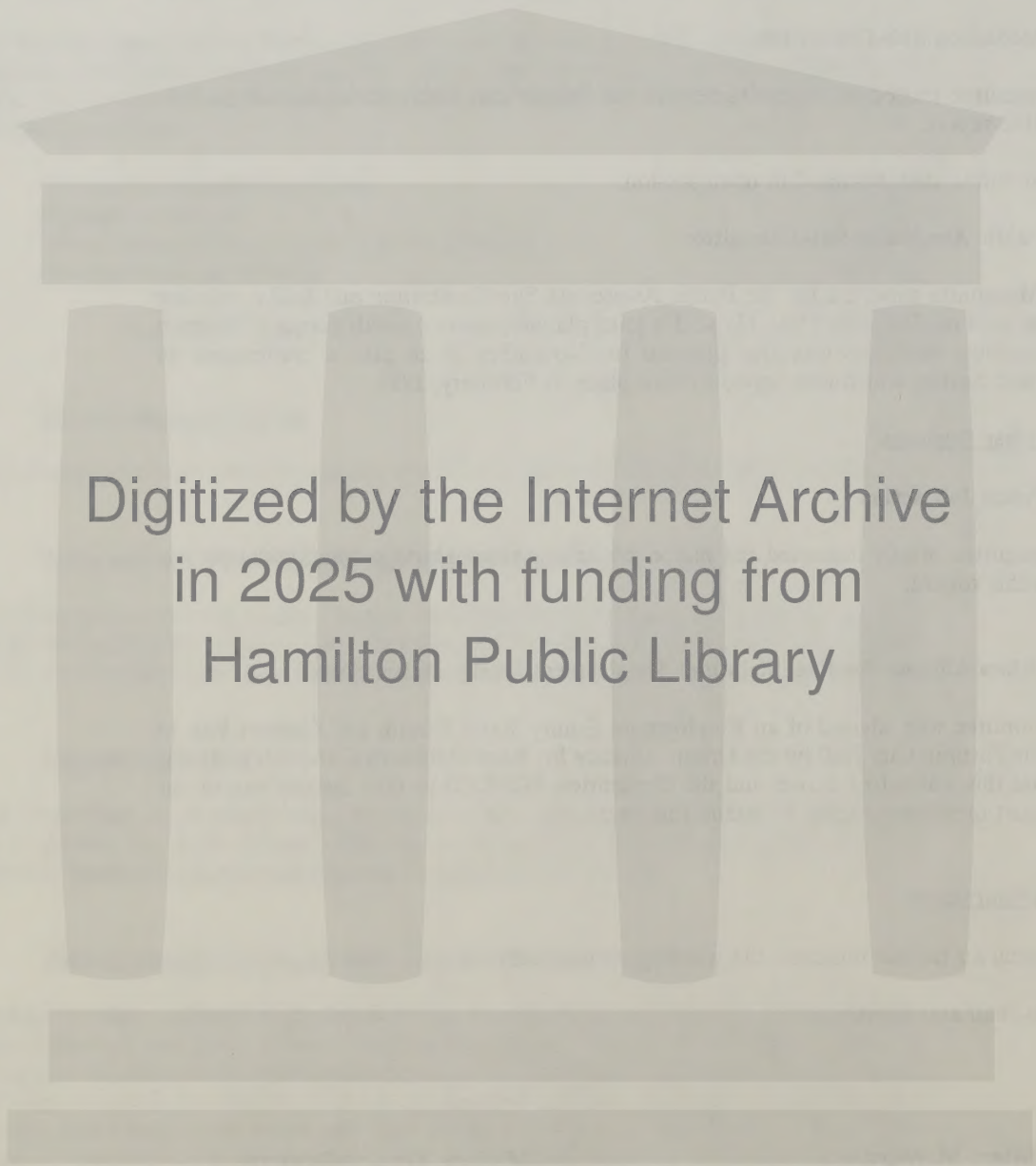
There being no further business, the meeting then adjourned.

Taken as read and approved.

Mayor Robert M. Morrow
Chairperson
Mayor's Race Relations Committee

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee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Ontario

JAN 1993

3

Minister
Ministre

Ministry of Citizenship
Ministère des Affaires civiques

5th Floor
77 Bloor Street West
Toronto, Ontario
M7A 2R9
(416) 325-6170

December 1992

Dear Sir/Madam:

On April 10, 1992, Ontario Premier Bob Rae announced the Lincoln Alexander Awards Program, established in honour of The Honourable Lincoln Alexander, former Lieutenant Governor of Ontario.

The aim of the awards is to recognize two young Ontarians who have demonstrated exemplary leadership in eliminating racism. One recipient will be an Ontario Senior Secondary School student who is expected to be admitted into a post secondary institution on a full-time basis. The other recipient of the awards will be a young person between the ages of 16 and 25 who is no longer a student but is actively involved in eliminating racism in his or her community.

The Ontario Minister of Education, Tony Silipo, has written the Chairpersons of School Boards, Directors of Education and Principals of Secondary Schools concerning the award to a student and I am writing to your organization as Minister of Citizenship responsible for race relations, concerning the award to a young person in your community.

A package of materials outlining details of the program, including dates, the criteria applied in granting the awards, and the procedures involved in the selection process is enclosed.

.../2

The Lincoln M. Alexander Awards Program will provide an opportunity for community organizations and school boards to promote anti-racism in the schools and the community and for young people to gain recognition for significant contributions.

Sincerely,

Elaine Ziemba
Minister of Citizenship
with responsibility for
Human Rights, Disability Issues,
Seniors' Issues and Race Relations

THE LINCOLN M. ALEXANDER AWARDS PROGRAM

General Information

The Lincoln M. Alexander Awards Program consists of two annual awards whose aim is to recognize young people who have demonstrated exemplary leadership in eliminating racism. Two young people between the ages of 16 and 25 years of age will receive a cash award of $2500 each and a framed scroll.

Two types of awards will be offered each year, beginning in 1993: a student award and a community award.

Eligibility

Student Award

Any senior secondary school student attending an accredited provincial secondary school and planning to enter a post-secondary institution as a full-time student who is nominated by her/his school, is eligible for the award.

Community Award

Any resident of Ontario, between the ages of 16 and 25, nominated by a recognized ethnocultural organization or agency that works extensively in the area of anti-racism, is eligible for the award.

Selection Criteria

- **A nominee must have made a significant contribution towards eliminating racial prejudice or discrimination.**

- **The contribution should be sustained and innovative, demonstrating leadership and the promise of long-term improvement or greater public awareness, in the area of anti-racism.**

Nomination Process

Nominations must be made in writing and must be based on the criteria outlined above. Nomination packages must include:

- a completed nomination form
- a letter of nomination outlining the reasons for the nomination
- at least 2 letters of reference to support the nomination
- any additional documentation and materials describing the achievement of the nominee (optional).

Completed nomination packages must be forwarded no later than February 5th, 1993, to:

The Lincoln M. Alexander Awards
Ontario Honours and Awards Section
Ministry of Citizenship
77 Bloor Street West
15th Floor
Toronto, Ontario
M7A 2R9

Selection Process

A panel of judges, which will include representatives from the Ministries of Education and Citizenship and ethnocultural organizations will consider the nominations, make the decisions and forward the names of the successful recipients of the awards to the Premier for official approval.

Announcement

The awards will be presented at a special event on or close to March 21, 1993, the United Nations Day for the Elimination of Racial Discrimination.

THE LINCOLN M. ALEXANDER ANTI-RACISM COMMUNITY AWARD

NOMINATION FORM

Nominee

Name: _____ **Age:** _____

Address: _____ **Apt. no.:** _____

City: _____ **Province:** _____ **Postal Code:** _____

Telephone: _____

Nominator

Organization: _____

Address: _____

City: _____ **Province:** _____ **Postal Code:** _____

Contact Name for the Organization: _____

Title: _____ **Telephone:** _____

_____ _____

Signature of Nominator **Date**

THE LINCOLN M. ALEXANDER ANTI-RACISM STUDENT AWARD

NOMINATION FORM

Nominee

Name: _____ **Age:** _____

Address: _____ **Apt. no.:** _____

City: _____ **Province:** _____ **Postal Code:** _____

Telephone: _____

Nominator

Name: _____

Title: _____

School: _____

School Board: _____

City: _____ **Province:** _____ **Postal Code:** _____

_____ _____

Signature of Nominator **Date**

Have you submitted the following?

- ☐ Completed nomination form
- ☐ Letter of nomination with appropriate signature
- ☐ Letters of reference (at least 2)
- ☐ Documentation and materials outlining the achievement of the nominee (optional)

Ontario

Minister
Ministre

Ministry of Citizenship
Ministère des Affaires civiques

5th Floor
77 Bloor Street West
Toronto, Ontario
M7A 2R9
(416) 325-6170

5e étage
77, rue Bloor ouest
Toronto (Ontario)
M7A 2R9
(416) 325-6170

décembre 1992

Monsieur/Madame,

Le 10 avril 1992, le premier ministre de l'Ontario annonçait la création du programme de distinctions Lincoln M. Alexander, ainsi nommé en l,honneur de l'ancien lieutenant-gouverneur de l'Ontario, l'honorable Lincoln M. Alexander.

Ces distinctions ont pour but de reconnaître deux jeunes Ontariens ou Ontariennes qui ont fait preuve de leadership dans la lutte contre le racisme. L'une des deux distinctions sera décernée à un ou une élève d'une école secondaire cycle supérieur qui prévoit poursuivre ses études à plein temps dans un établissement postsecondaire. L'autre distinction ira à une jeune personne âgée de 16 à 25 ans qui n'est pas aux études et qui participe activement à la lutte contre la racisme au sein de sa collectivité.

Le ministre de l'Éducation de l'Ontario, M. Tony Silipo, a écrit aux présidents et présidentes des conseil scolaires, aux directeurs et directrices de l'éducation et des écoles secondaires au sujet de la distinction qui sera décernée à un ou une élève. C'est à titre de ministre des Affaires civiques déléguée aux Relations interraciales que je m'addresse aujourd'hui à votre organisme au sujet de la distinction qui pourrait être attribué à un ou une jeune de votre collectivité.

Vous trouverez ci-joint une trousse d'information donnant des renseignements précis sur le programme, y compris les dates, les critères guidant l'attribution des distinctions, et les modalités du processus de sélection.

.../2

Le program de distinctions Lincoln M. Alexander donnera l'occasion aux organismes communautaires et aux conseils scolaires de promouvoir les principes et l'action anti-racistes dans les écoles et au sein de la collectivité et permettra aux jeunes de recevoir l'honneur qui leur est dû pour leur importante contribution à leur milieu.

Veuillez agréer, Madame, Monsieur, mes salutations distinguées.

Elaine Ziemba
Ministre des Affaires civiques
déléguée aux Droits de la personne,
aux Affaires des personnes handicappés,
aux Affaires des personnes âgées et
aux Relations interraciales

LE PROGRAMME DE PRIX LINCOLN M. ALEXANDER

Renseignements généraux

Le Programme de prix Lincoln M. Alexander consiste en deux prix annuels ayant pour but de reconnaître le mérite de jeunes personnes ayant fait preuve d'un leadership exemplaire dans l'élimination du racisme. Deux personnes âgées de 16 à 25 ans recevront chacune un prix en argent de 2 500 $ et un parchemin encadré.

Deux prix seront offerts chaque année à compter de 1993 : l'un sera décerné à une ou un élève et l'autre à une personne de la collectivité.

Admissibilité

Prix destiné à une ou un élève

Est admissible toute personne fréquentant une école secondaire reconnue de la province, prévoyant d'entreprendre bientôt des études à plein temps dans un établissement d'enseignement postsecondaire et recommandée par son école.

Prix destiné à une personne de la collectivité

Est admissible toute personne résidant en Ontario, ayant de 16 à 25 ans et recommandée par un organisme ethnoculturel reconnu qui oeuvre activement dans le domaine de l'antiracisme.

Critères de sélection

- **La candidate ou le candidat doit avoir beaucoup contribué à l'élimination des préjugés raciaux ou de la discrimination raciale.**

- **Cette contribution aura été soutenue et innovatrice, témoignant du leadership de la candidate ou du candidat dans le domaine de l'antiracisme et promettant d'apporter des améliorations à long terme ou de sensibiliser le public davantage au problème de racisme.**

Modalités de la mise en candidature

Les mises en candidature doivent être présentées par écrit et fondées sur les critères décrits plus haut. Les dossiers de mise en candidature doivent comprendre :

- **un formulaire de mise en candidature dûment rempli;**
- **une lettre de mise en candidature donnant les raisons pour lesquelles la personne en question est recommandée;**
- **au moins deux (2) lettres d'appui;**
- **toute documentation supplémentaire décrivant les réalisations de la candidate ou du candidat (facultatif).**

Les dossiers de mise en candidature doivent parvenir à l'adresse ci-après au plus tard le 5 février 1993 :

Prix Lincoln M. Alexander
Secrétariat ontarien des distinctions et des prix
Ministère des Affaires civiques
77, rue Bloor ouest
15e étage
Toronto (Ontario)
M7A 2R9

Processus de sélection

Un jury composé de personnes représentant les ministères de l'Éducation et des Affaires civiques et les organismes ethnoculturels étudiera les mises en candidature, choisira les lauréates ou lauréats et en enverra les noms au premier ministre de la province pour obtenir son approbation officielle.

Annonce des lauréates et lauréats

Les prix seront présentés à l'occasion d'une activité spéciale qui aura lieu le 21 mars 1993 ou à une date voisine, les Nations Unies ayant déclaré le 21 mars Journée internationale pour l'élimination de la discrimination raciale.

LE PRIX D'ANTIRACISME LINCOLN M. ALEXANDER
DESTINÉ À UNE PERSONNE DE LA COLLECTIVITÉ

FORMULAIRE DE MISE EN CANDIDATURE

Personne recommandée

Nom : _____ **Âge :** _____

Adresse : _____ **App. n° :** _____

Ville : _____ **Province :** _____ **Code postal :** _____

Téléphone : _____

Source de la mise en candidature

Organisme : _____

Adresse : _____

Ville : _____ **Province :** _____ **Code postal :** _____

Personne avec qui communiquer au sein de l'organisme : _____

Titre/Fonction : _____ **Téléphone :** _____

_____ _____

Signature **Date**

LE PRIX D'ANTIRACISME LINCOLN M. ALEXANDER
DESTINÉ À UNE OU UN ÉLÈVE

FORMULAIRE DE MISE EN CANDIDATURE

Personne recommandée

Nom : _____ **Âge :** _____

Adresse : _____ **App. n° :** _____

Ville : _____ **Province :** _____ **Code postal :** _____

Téléphone : _____

Auteure ou auteur de la mise en candidature

Nom : _____

Titre/fonction : _____

École : _____

Conseil scolaire : _____

Ville : _____ **Province :** _____ **Code postal :** _____

_____ _____

Signature **Date**

Avez-vous inclus les documents suivants?

☐ Formulaire de mise en candidature dûment rempli

☐ Lettre de mise en candidature portant la signature appropriée

☐ Lettres d'appui (au moins 2)

☐ Documentation décrivant les réalisations de la candidate ou du candidat (facultatif)

The Social Planning & Research Council of Hamilton and District
155 James St. S., 6th Floor, Hamilton, Ontario L8P 3A4 Telephone: 522-1148

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January 15, 1993

Mayor Robert Morrow and
Ms. Marlene Thomas-Osbourne
Mayor's Race Relations Committee
City of Hamilton
Main Street West
Hamilton, Ontario

Dear Mayor Morrow and Ms. Thomas Osbourne:

I recently spoke with Ms. Stella Glover about **Fair is Fair: a theatre production on employment equity** which the Social Planning and Research Council of Hamilton and District (SPRC) is helping to co-sponsor for an evening in Hamilton. She asked me to write a letter to you explaining SPRC's request of the Mayor's Race Relations Committee.

As I already mentioned, the SPRC is helping to co-sponsor and organize Fair is Fair. We are trying to find other groups and organizations who would also be interested in co-sponsoring this production. We have raised almost $1000 so far and have had many offers to include information in newsletters, help with publicity, etc. We hope that the Mayor's Race Relations Committee would give favourable consideration to a donation of $200. The total cost of the production is $2,500.

The performance is now confirmed for **WEDNESDAY, FEBRUARY 24, 1993 AT 7:30 p.m.** at the Y.W.C.A. auditorium, 75 MacNab Street South, Hamilton. Please photocopy the attached media release and circulate it to anyone who you think might be interested in attending. I have heard very good reviews from people in other communities who have already seen the performance. I am very excited about our opportunity to have Ground Zero perform in Hamilton!

We are currently designing a flyer with the Hamilton sponsors listed on it. We will be finalizing this flyer during the week of January 25 in order to get it circulating for the beginning of February. There will be no admission fee but there will be a donation box. I am also making arrangements to have refreshments. The Y.W.C.A. auditorium is accessible to people with physical disabilities.

Please contact me before **February 10th** if you, or someone you know, has special requirements/needs. For example, braille cards are available for the mimes being performed.

Thanks once again for your support!

Sincerely,

Gloria DeSantis

Gloria DeSantis
Research Director

GD/sk/2
Encl.

graphic by Pauline Peters

A FORUM THEATRE PLAY ON EMPLOYMENT EQUITY

ground ZERO
PRODUCTIONS

MEDIA RELEASE
FEBRUARY/93
FOR IMMEDIATE RELEASE

GROUND ZERO PRODUCTIONS
announces a

FEBRUARY/MARCH TOUR OF PLAY ON EMPLOYMENT EQUITY

Inspired by the enthusiastic reception on our fall tour, **GROUND ZERO PRODUCTIONS** has decided to launch a second provincial tour of its production on employment equity - **FAIR IS FAIR**. The fall tour, which covered 12 cities, was launched following the introduction of the new law on Employment Equity by Premier Bob Rae as part of the discussion process leading up to its implementation.

FAIR IS FAIR has been developed to be used in conjunction with training programs on **Employment Equity, cultural diversity, racism, sexism, harassment, and accommodation for employees with disabilities.** The play covers all of these topics. It is humorous and entertaining at the same time as providing a stimulating educational experience. Scenarios focus on workplace based situations. The use of songs, comic vignettes, mime and visual images highlight some of the barriers to Employment Equity. The material is meant to stimulate discussion among co-workers about prevalent attitudes and practices and to develop strategies to deal with the need for change.

"We anticipate that there might be a backlash against this legislation," said director **Rhonda Payne**, "and we hear it all the time in the myths that predominate discussions about reverse discrimination. We think that our theatre offers an entertaining and provocative way to bring people together to challenge these myths and to talk about the things they have to face everyday at work."

FAIR IS FAIR focuses on all four groups to be effected by Employment Equity legislation: **women, racial minorities, Native people and persons with disabilities.**

The unique aspect of this performance is the use of **Forum Theatre** scenes. With this technique, the audience is invited to participate in the action of the play. **Forum Theatre** offers the story of someone who sets out to make changes in their life and is unable to do so because of certain barriers. The scene is replayed and the audience is invited to stop the action, and take over the roles to explore alternative solutions. In this way, they can try out their own strategies to change the situation. The company has prepared a variety of Forum scenes which are alternated according to the focus and interests of the particular audience. Performances of these scenes have stimulated exciting, comical and poignant interventions from the audience.

57 ST. NICHOLAS ST. TORONTO ONT. M4Y 1W6 (416) 968-7780

FAIR IS FAIR will be used as a learning tool in union halls, community halls, classrooms, seminars and conferences all across the province. A large number of organizations have already used this piece as part of their training programmes including: OPSEU, the CAW, ILGWU, The Ministry of Labour, The Employment Equity Commissioner's Office, Universities and the Ontario Management Board Secretariat.

FAIR IS FAIR has been created and developed by writer/director **Rhonda Payne** who studied the Forum Theatre techniques in London, England with Brazilian Theatre Artist, Augusto Boal. Payne specializes in Popular Theatre projects which have taken her all over the world including to five African countries. Her nine year stint as a member of the MUMMERS TROUPE of Newfoundland during the seventies and eighties culminated in her being appointed Artistic Director of the Troupe. She is also the former Artistic Producer of the MAYWORKS FESTIVAL of WORKING PEOPLE AND THE ARTS in Toronto. Payne is currently an Associate Director with GROUND ZERO PRODUCTIONS.

The script of this play has been developed through a series of six script development workshops which have been sponsored by the Ontario Arts Council - Artist and the Workplace Program, the Ontario Public Service Employees Union, the Office of the Employment Equity Commissioner, the Metro Labour Education Centre and Multiculturalism and Citizenship Canada.

FOR MORE INFORMATION RE:

HAMILTON PERFORMANCE
WEDNESDAY, FEBRUARY 24, 1993, 7:30 p.m.
AT
MACNAB STREET Y.W.C.A. AUDITORIUM
75 MacNab St. S.
Hamilton

PLEASE CALL SHURL AT THE SOCIAL PLANNING AND RESEARCH COUNCIL OF HAMILTON AND DISTRICT AT 522-1148

This tour has been made possible with the assistance of the Canada Council Touring Office, Multiculturalism and Citizenship Canada, Ontario Management Board Secretariat and the Office for Disability Issues/Community Action Fund. **GROUND ZERO PRODUCTIONS** is supported by the Province of Ontario through the Ontario Arts Council; by the Canada Council; the City of Toronto through the Toronto Arts Council; the Municipality of Metro Toronto / Cultural Affairs Division and the Ontario Ministry of Culture and Communications.

URBAN/MUNICIPAL
CA4 ON HBL A35
A352
1993

Race Relation

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY

1993 February 16

NOTICE OF MEETING

Mayor's Race Relations Committee
Monday, 1993 February 22
4:30 o'clock p.m.
Room 219, City Hall

Stella Glover

Stella Glover
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

DELEGATIONS

(a) Hosting Race Relations Visitors - **Rodney Foster**
(b) Development of Community Based Conflict Resolution - **Scouter Ward**

AGENDA

1. Minutes of Meeting held 1993 January 25.

2. Matters Arising.

3. Correspondence:

   (a) Urban Alliance on Race Relations re: Anti Racism Response Network.
   (b) Canadian Japanese Cultural Centre re: Annual Keirokai.

4. Mayor's Race Relations Advisory Council Chairperson's Report.

2 ...

5. **Sub-Committee Reports:**

   (a) Budget
   (b) Media
   (c) Mediation
   (d) Membership
   (e) Public Awareness

6. Other Business.

7. Adjournment.

Monday, 1993 January 25
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Sharon Bonham
William Shaffir
Marc Haas
Michael Webber
Monty Motomura
Santokh Pooni
Harish Jain
Geoff Small

Regrets: Sandra Wilson

Also present: Stella Glover, Secretary

1. **Chair**

Mr. Michael Webber temporarily took the Chair due to the Co-Chairperson being unavoidably delayed. Mr. Webber welcomed everyone to the meeting and wished everyone a Happy New Year.

2. **Minutes of Meeting**

The minutes of meeting held 1992 November 23 were **ADOPTED** as presented.

3. **Matters Arising**

Mr. Pooni drew attention to the request for visible minority representation on the hiring board for the Hamilton-Wentworth Regional Police and asked that this matter not be allowed to die. The Committee agreed that the Secretary should contact Staff Sgt. Brian Mullan of the Hamilton-Wentworth Regional Police and request that the Committee be provided with clarification as to how the selection panel was appointed, the length of the term of office and that the Committee be provided with an update in this regard.

At this point the Co-Chairperson arrived and assumed the Chair having been delayed due to the bad weather conditions.

4. **Lincoln Alexander Awards Programme**

The Committee was in receipt of a letter from the Ministry of Citizenship inviting the Committee to nominate young Ontarians for the Lincoln Alexander Awards Programme. The Committee considered nominations and it was suggested that Lisa Shebib be nominated by the Committee. However, it was noted that Lisa was presently a student and as such would have to be nominated by her school. The Committee therefore agreed that a letter be sent to Cathedral High School advising that, should the school wish to nominate Lisa Shebib for a Student Award under the Lincoln Alexander Awards Programme, the Mayor's Race Relations Committee would be happy to support this nomination.

The Committee then considered the Community Award category and, as they did not specifically have a nomination, it was agreed that this information be circulated to ethnocultural groups on the Mayor's Race Relations Committee mailing list together with the Mayor's Youth Advisory Committee in the event that these groups would wish to nominate a young person.

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The Committee was in receipt of a request from the Social Planning and Research Council to co-sponsor a theatre production on employment equity entitled "Fair is Fair", in the amount of $200.00.

After consideration the Committee agreed to co-sponsor with the Social Planning and Research Council the theatre production on employment equity entitled "Fair is Fair" in the amount of $200.00.

6. Sub-Committee Reports

(a) Budget Sub-Committee

Mel Madamba reported for the Budget Sub-Committee and advised that approximately $5,000.00 remained in the Anti-Racism Grant Account. She cautioned that if this money was not used it must be returned and she therefore encouraged the Committee to hold workshops, etc.

Discussion ensued on whether groups could be funded through the Mayor's Race Relations Committee and the Committee agreed that they could not directly fund. Mr. Webber advised the Committee of a group who were fighting racism in the schools and the Chairperson advised Mr. Webber to bring a full report and budget before the Committee in order to see if the Committee could co-sponsor joint events. Mr. Shaffir requested that a written presentation be circulated to the Committee before the group appeared before the Committee.

It was noted that the cash on hand at the end of September, 1992 was $21,245.82. However, this included grant monies and did not take into account the expenditure for the Awards night. A statement to the end of the year is to be circulated to members when available from Treasury.

(b) Media Sub-Committee

(c) Mediation Sub-Committee

Marc Haas reported for the Media Sub-Committee and advised that Stephanie Grotmann was now the Vice-Chairperson of the Sub-Committee.

Mr. Haas circulated a draft procedure which the Sub-Committee had prepared for dealing with complaints. At this point the Committee retired in camera to discuss a confidential Media matter together with the Mediation Sub-Committee report.

The Committee resumed in open session.

(d) Membership Sub-Committee

Santokh Pooni reported for the Membership Sub-Committee and advised that he had been unable to contact Herbert Joseph, the applicant who had been selected to fill the vacancy on the Mayor's Race Relations Advisory Council. Sharon Bonham was asked to contact Mr. Joseph. However, if she was unable to do so the Membership Sub-Committee was to appoint a new member.

Mr. Pooni advised that the Sub-Committee would be meeting within the next 2-3 weeks to select a replacement for the vacancy created by Andrea Rado. He said the foregoing two vacancies had been created by resignations in the first calendar year and would therefore be filled from the list of existing applicants. However, any future vacancies would be advertised.

(e) Public Awareness Sub-Committee

Harish Jain reported for the Public Awareness Sub-Committee and said the Status of Women Sub-Committee had suggested postponing the joint workshop until the Fall. He expressed disappointment that the Status of Women Sub-Committee was not more fully represented on this joint Sub-Committee.

Professor Jain said that the Public Awareness Sub-Committee was planning a large event for March 21, the International Day for the Elimination of Racial Discrimination, and were hoping to organize something during Police Week. When full details are available, Professor Jain said it is hoped to participate in Earthsong. The Co-Chairperson informed the Committee of two festivals which will be taking place on the same week-end during the summer being, It's Your Festival and Earthsong, and suggested that the Public Awareness Sub-Committee should look at participation in both.

7. Other Business

(a) Black History Month

Black History Month was discussed and Marlene will be asking the Mayor to proclaim Black History Month in the City of Hamilton. It was also suggested that a letter be sent to the Art Gallery asking if they would have a display during Black History Month.

(b) Status of Women Dinner

The Chairperson reminded the Committee of the forthcoming Status of Women Awards night and the Committee agreed that two tickets would be purchased to this event. The information is to be circulated to members of the Committee and Advisory Council and all interested parties will have their names placed in a hat and two winners drawn.

8. Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

3(a)

Urban Alliance on Race Relation

January 18, 1993

Mayor Robert M. Morrow
Co-Chairman
Hamilton Mayor's Race Relations Committee
71 Main Street West
Hamilton Ontario L8N 3T4

Dear Mayor Morrow:

The Urban Alliance on Race Relations has launched an exciting new anti-racism initiative. We are hoping that your organization will become a member of the ***Anti-Racism Response Network (ARRN).***

The vision of the Network is to establish a coordinated community response network, for the purpose of combating racism and promoting racial harmony in the Greater Metropolitan Toronto Area. For specific information on the Network, I have enclosed more details which can be posted at your location.

The nature of your organization's commitment to the Anti-Racism Response Network will initially include:*

1) Complete, mail or fax back the enclosed registration and commitment form.

2) Inform the Network of any anti-racist activities that your group is working on; we in turn will notify all members of the ARRN through our newsletter or in the case of an emergency, by fax and/or telephone.

..../P2

5 King Street West, Suite 202/204, Toronto, Ontario M5V 1M9 Phone: (416) 363-2607 Fax: (416) 0415 Charitable registration 0515858-59-13

3) The ARRN may recommend that your group send letters, resolutions, press releases etc. to various institutions or government bodies urging specific action or in protest to actions already taken.

4) The Anti-Racism Response Network is planning a major rally and parade on March 21, 1993 in recognition of the United Nations' International Day for the Elimination of Racial Discrimination. We are anxious to have all groups interested in stopping the growth of racism in our city, join with us in a peaceful march of solidarity. The Colour of Freedom, a concert at Harbourfront, will follow the rally and parade.

***NOTE: As part of the Anti-Racism Response Network, your organization can choose to participate only in those issues you agree with. At no time will the Network speak on your behalf without previous consultation and permission.**

For more information please call the ARRN Project Co-ordinator at 363-2607.

To activate your group's participation please fill in the attached forms and return (mail or fax) by January 25, 1993.

We know that your organization will join us in proving that Torontonians will not tolerate racial prejudice and in fact wishes to celebrate the wealth of diversity that our city boasts. We look forward to working with you!

Sincerely,

Wilson Head

Professor Wilson Head
Chair, Anti-Racism Response Network

c\randi\arrn.ltr

ANTI-RACISM RESPONSE NETWORK

Who?

Community organizations and individuals concerned with race relations and conducting anti-racist work have joined forces with the Urban Alliance on Race Relations to stamp out discrimination in this city.

What?

The vision of the Anti-Racism Response Network (ARRN) is to establish a coordinated community response network for purposes of combating racism and promoting racial harmony in Metropolitan Toronto.

How?

The Network will **coordinate the response** of groups following racist incidents in the city. With the creation of a database of concerned organizations and individuals, the ARRN will be able to mobilize and activate a comprehensive community-based response to racially-related occurrences. The ARRN would issue guidelines to organizations suggesting action(s) that could be taken;

- make a public statement
- issue a press release
- send a letter to government officials

In addition to this crisis response component the Network will address, share and provide **information, support** to each other, **community development initiatives** and **advise the government** on systemic solutions to racism. The ARRN will also help community organizations to plan and carry out joint initiatives, including a public rally, parade and concert on the International Day for the Elimination of Racial Discrimination, March 21, 1993. (Toronto City Hall and Harbourfront).

The Network will **publish a quarterly Newsletter** outlining the activities of participating organizations and addressing racist incidents.

Come join us in stamping out racism in Toronto!

For more information contact: ARRN, Project Coordinator at 363-2607 (Fax: 363-0415)

URBAN ALLIANCE ON RACE RELATIONS

c:\randi\form.arr

ANTI-RACISM RESPONSE NETWORK

REGISTRATION AND COMMITMENT FORM

I am authorized, as a member of _____

_____

_____

(name of organization)

to participate on their behalf in the Anti-Racism Response Network, I am prepared to make a commitment to contact our organization, as required by the Anti-Racism Response Network Steering Group, to facilitate community mobilization when necessary in keeping with the descriptive statement of the Anti-Racism Response Network.

CONTACT PERSON (Please print)

NAME: _____

_____

POSITION: _____

ADDRESS: _____

_____

_____

_____

_____

POSTAL CODE: _____

TELEPHONE: _____

OTHER NUMBERS(S)
WHERE YOU MAY
BE REACHED: _____

FAX: _____

SIGNATURE: _____

SECOND CONTACT PERSON (Please print)

NAME: _____

_____

POSITION: _____

ADDRESS: _____

_____

_____

_____

_____

POSTAL CODE: _____

TELEPHONE: _____

OTHER NUMBERS(S)
WHERE YOU MAY
BE REACHED: _____

FAX: _____

SIGNATURE: _____

If the nature of your organization's work is not clearly indicated in the title, please specify: _____

_____

With permission, information on this form will be added to the Network's database to be available to community organizations concerned with race relations and anti-racism work. Please indicate your agreement below:

Yes _____
No _____

RETURN TO:

URBAN ALLIANCE ON RACE RELATIONS
ANTI-RACISM RESPONSE NETWORK
675 KING ST. W., SUITE 202/204
TORONTO
M5V 1M9

TEL: (416) 363-2607
FAX: (416) 363-0415

ANTI-RACISM RESPONSE NETWORK

NEWSLETTER

URBAN ALLIANCE ON RACE RELATIONS

Volume 1, NO. 1 Winter '93

The URBAN ALLIANCE ON RACE RELATIONS originated in 1975 to address concerns resulting from increasing racist attacks against Toronto citizens. Since that time, the Alliance has been unyielding as it strives toward racial and cultural harmony on many fronts, whether working with community-based agencies, the corporate world or government institutions.

Today, the Urban Alliance continues to move forward and expand its activities, particularly in the arena of race relations. A great challenge has been met with the formation of the ANTI-RACISM RESPONSE NETWORK (ARRN).

WHAT IS THE ARRN?

The Anti-Racism Response Network will be community based and community driven, consisting of organizations concerned with race relations and /or anti-racist work relevant to Metropolitan Toronto. The mandate of the ARRN will involve addressing, sharing, as well as providing:

- information;
- responses to issues;
- support to each other;
- community development initiatives;
- advice to the government on systemic solutions.

WHY DO WE NEED THE ARRN?

We are currently witnessing a growth in hate groups and an increasing demonstration of behaviour associated with the applicable prejudiced attitudes... violence.

The Network is mandated to develop a strong front in order to react to racist incidents expediently and strategize collectively for change.

A COLLECTIVE VOICE FOR CHANGE....

The ARRN will outreach by enlisting all of the community-based organizations which deal with issues such as neighbourhoods, youth, race, culture, education, recreation, and employment to sign up as members. These agencies will provide pertinent details including contacts which will form the database, the core of our activity.

Whether a protest or lobby is appropriate or simply an awareness campaign is called for, the ARRN will coordinate a community-led response once a racist action has been identified.

The contacts you provide will be notified so that they can alert their membership with the specific details and if necessary, to recommend courses of action to be taken.

On the other hand, these same delegates will update the Network about their member organization's on-going anti-racist efforts or encounters of discrimination that should be recognized by the larger support voice (ARRN).

HOW DOES THE INFO FLOW?

The Anti-Racism Response Network is directed by a working Steering Committee comprised of individuals who meet on a monthly basis but serve as a day-to-day resource should the need arise.

The staff networker, *Dean Roberts,* is the Project Co-ordinator for the ARRN and will manage the data for dissemination as well as out-reach with all the member organizations regularly.

As a partner in the ARRN, you will be kept abreast of on-going activity through this quarterly ARRN Newsletter or in the event of an emergency, by phone or fax.

Again...the Network groups are then expected to notify their own members of details.

The ARRN will also be assisted by an Advisory Committee which includes professionals working in the fields of race and human relations, representing a number of organizations. When they meet the Advisory Committee will examine issues and recommend the advisability of the ARRN's involvement as well as providing guidance on stands that should be taken. These recommendations will be related to all the member organizations for their input, consideration and action.

WHAT CAN YOU DO?

Whether you represent a community-based agency or you are a concerned individual committed to fighting racism, you can begin by contacting the ARRN at 363-2607. If you have not received the necessary forms to fill out, simply complete the information on the back of this Newsletter and return it by mail or FAX (363-0415). The same applies to any group which we may have overlooked and that you feel would make a good partner in the Network. Please include the necessary details.

MARCH 21ST.... A CELEBRATION OF RACIAL HARMONY

The Network is also able to lend support and guidance when member groups are planning their own activity. To date we are working with a number of our members to organize the activities for March 21st, the UNITED NATIONS' DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION.

Plans are shaping up for a rally in Nathan Phillips Square at Toronto's City Hall located at Bay and Queen Streets, commencing at 1:00pm. There will be speakers reflecting on the values of racial harmony in a city which enjoys many cultures and races in its makeup. This is an excellent time for families and friends to join forces and voices in a step toward making our community a safer, happier and more productive place in the future. The rally will be followed by a parade to Harbourfront (details of the exact route to follow or are available by calling 363-2607). Once we reach Queen's Quay\Harbourfront, the fun continues when everyone is invited to attend the annual concert presented by the Urban Alliance on Race Relations....*The Colour of Freedom.*

Young and old alike will be delighted with performances from theatrical and musical acts representing different cultural focuses. The concert takes place in the Brigatine Room from 3:30 to 7:30pm, light refreshments will be offered. The whole day is free of expense and free of racism.

COME ONE COME ALL!

It is essential to build awareness of the activities around March 21st within your membership and clientele to guarantee a good turnout. Please start to spread the word as soon as possible. Let us know what you expect from the rally and parade and what you want to see go into it. But more importantly, let the ARRN know if your group will be represented. Do you have banners or signage that identifies your efforts or message?

All schools will be contacted. A media push will also be put behind the effort. The Toronto Mayor's Committee on Community and Race Relations as well as the Metro Toronto Police are joining the coalition to ensure a message goes out in a strong voice...we want Toronto to be racism free.

Please mark this date on your calendars today, get involved, it can only make you feel good.

RACE RELATIONS AND THE JUSTICE SYSTEM

The activity doesn't stop there. The Urban Alliance will be presenting a conference on the justice system. Beginning with registration, a reception and keynote speakers on Friday, March 26th, the conference will deal with a number of issues that will allow legal professionals and the public to come together for a better understanding of needs. On Saturday, March 27th, those attending are able to take two of six workshops during the day on subjects relating to the criminal justice system, women's concerns, aboriginal law, immigration legislation and more - all presented by experts in their specific fields.

The Justice Conference is an opportunity that should not be overlooked and will be affordable to encourage interest in people's rights.

More information will be forthcoming and available by calling the Urban Alliance on Race Relations - Justice Committee at 363-2607.

PLEASE PROVIDE THE FOLLOWING INFORMATION AND MAIL OR FAX TO:

ARRN PROJECT
URBAN ALLIANCE ON
RACE RELATIONS
675 KING STREET WEST
SUITE 202/204
TORONTO, ONTARIO
M5V 1M9
TEL: 416-363-2607
FAX: 416-363-0415

#1 CONTACT:_____
TITLE:_____
#2 CONTACT:_____
TITLE:_____
GROUP:_____
_____
ADDRESS:_____
_____
_____
CITY:_____
PROVINCE:_____
POSTAL CODE:_____
TEL:_____
FAX:_____

PLEASE CONTACT THIS GROUP AS A POTENTIAL PARTNER IN THE ARRN.

GROUP:_____
_____
CONTACT:_____
_____
TEL:_____

THANK YOU FOR YOUR SUPPORT.
SEE YOU ON MARCH 21ST TO CELEBRATE RACIAL HARMONY.

Canadian Japanese Cultural Centre at Onteora
283 Fennell Avenue East
Hamilton, Canada L9A 1S8

Secretary 385 5261
Onteora 383 5755

Hamilton Chapt
BOX 20252 UPPER JA
HAMILTON, ONT
Secretary

36

January 27/93

Stella Glover
Mayor's Race Relations Committee
City Hall, 71 Main St. West
Hamilton, Ont.
L8N 3T4

Dear Sirs,

We invite you to our Annual Keirokai on Sunday, March 28/93 from 2 pm to 6 pm. This event to honour our Seniors is jointly sponsored by the Canadian Japanese Cultural Centre, and the Hamilton Chapter of the National Association of Japanese Canadians, at the Cultural Centre.

After formalities, an afternoon of entertainment and an early supper is planned. Supper is approximately around 4:30 pm.

Part of the entertainment will be Karaoke singing (programmed and spontaneous participation from the audience). We will be very happy to have you participate. Please bring your special tape. However, we do have an extensive tape library at your disposal (both in English and Japanese).

We hope that you and your guest will join us at this special event, and look forward to meeting you.

Yours truly,

George Ikeda

George Ikeda, President
Can. Japanese Cultural Centre
/kh IKH

Monty Motomura, President
National Assoc. of Japanese Canadians
Hamilton Chapter

R.S.V.P. by March 15/93
2 Complimentary tickets at door.

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY

Mayor's Race Rel

1993 April 15

URBAN/MUNICIPAL
CA4 ON HBL A35
A352
1993

NOTICE OF MEETING

ayor's Race Relations Committee
Monday, 1993 April 26
4:30 o'clock p.m.
Room 219, City Hall

URBAN MUNICI
APR - 1993
GOVERNMENT DOC... TS

Stella Glover
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Minutes of the meeting:
   (a) 1993 January 25
   (b) 1993 February 25
   (c) 1993 March 22

2. Matters Arising:
   (a) Police Week - Essay Contest
   (b) Visit of Race Relations Advocates from England
   (c) March 21 Rally
   (d) Community Based Conflict Resolution Workshops

3. Correspondence
   (a) Urban Alliance on Race Relations re: Anti Racism Response Network
   (b) Commission on Systemic Racism in the Ontario Criminal Justice System
   (c) Dr. Harish Jain - Resignation from Committee

4. Training and Development - Sandra Wilson

5. Mayor's Race Relations Advisory Council Chairperson's Report

6. Sub-Committee Reports

7. Other Business

8. Adjournment

Monday, 1993 January 25
4:30 o'clock p.m.
Room 219, City Hall

(a)

The Mayor's Race Relations Committee met.

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Sharon Bonham
William Shaffir
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8. Adjournment

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Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

Thursday, 1993 February 25
4:30 o'clock p.m.
Room 219, City Hall

1(b)

The Mayor's Race Relations committee met.

There were Present:	Marlene Thomas-Osbourne, Co-Chairperso Michael Webber Mel Madamba Geoff Small
Also Present:	Scouter Ward, Anti Racism Secretariat Rodney Foster Mrs. E. Westerman Sergeant K. Stewart Jones, Hamilton-Wentworth Regional Police Stella Glover, Secretary
Regrets:	Alderman Mary Kiss Monty Montomura Santokh Pooni Sharon Bonham William Shaffir Marc Haas

DELEGATIONS

(a) Sergeant Stewart Jones attended from the Hamilton-Wentworth Regional Police and advised the Committee of National Police Week, which was to take place on May 15 in 1993. He said in the past, an essay contest had been run for school children and said he would like to involve the Community in the Police Week activities.

Sergeant Jones said in 1993, it was hoped to target high schools and he referred to two incidents which had taken place recently, with regard to youths perception of police officers. He circulated a draft proposal for the Chief for a Day Essay Contest and suggested that three (3) prizes would be awarded, the first for $300.00 with the winner being Chief for a Day, the second prize being $200.00 and, a third prize of $100.00.

It was suggested that three (3) judges be selected, one being a senior police officer, the second a member of the Mayor's Race Relations Committee and the third a representative from the Department Advisory Board.

Sergeant Jones suggested that the winning essay be reproduced in the newspapers and said he felt the information gained could be useful to the Police when working with youth.

The Chairperson thanked Sergeant Jones and said she felt this was a fantastic idea, however, as a quorum was not present the Committee were unable to make a decision and agreed to take the matter under advisement.

Suggestions were received from members present, including a possible title of What Would You Like A Policeman To Do For You, with a further suggestion being a topic of My Expectations And Experience With The Police. It was suggested that the categories be broken down so that the Grade 9 did not have to compete with Grade 12 students.

The Secretary is to contact the members of the Committee for input and then forward this to Sergeant Jones.

(b) **Hosting Race Relation Visitors**

Mrs. Westermen attended with Rodney Foster and advised the Committee of a forthcoming visit of Hari and Randu Shukla and Richard Hawthorne of Knottingham, England. She said they would be in the area for three (3) days in March and hoped that they would be invited to visit Hamilton.

Rodney Foster thanked everyone for inviting himself and Mrs. Westermen to attend that evenings meeting. He said he was presently a Federal Parole Officer and had attended an International Race Relations Conference in Switzerland. As a result of the Switzerland Conference, he said a follow-up conference was planned for Richmond, Virginia in June. He said he had been asked to represent Canada in the planning stages of that Committee and would like a delegation to attend the Conference.

Mrs. Westermen said she felt the visitors from England could be of assistance to the Committee, to provide further input to the Conference and, it was noted that the Committee had booked the Council Chambers for March 17, in order to host a public meeting and reception for these visitors.

Mr. Foster circulated copies of the Planning Committee report, together with information on the visitors.

Scouter Ward, Consultant with the Anti Racism Secretariat, referred to the mention of churches in the literature and reminded the Committee that all religions must be included and the sensitivities of others must be taken into account.

The Chairperson stated that because of the lack of a quorum, the Committee could not make a decision at this point.

Michael Webber informed Mr. Foster that the Committee would also need full details of the Conference with regard to itinerary and cost, in order that the Committee could make a decision with regard to sponsoring people to this Conference.

The Chairperson thanked Mr. Foster and Mrs. Westermen for attending and stated that the Committee would contact them.

(c) **Development of Community Based Conflict Resolution**

Scouter Ward, Consultant with the Anti Racism Secretariat and Resource Person to the Advisory Council attended, and advised the Committee of the Community Based Conflict Resolution Training Experience, whereby a team of three (3) trainers will be brought to Hamilton on March 30, 31 and April 1, 1993, from the Canadian Institute for Conflict Resolution. He suggested that an ad hoc committee be struck consisting of representatives of the St. Catharines Committee and Hamilton Mayor's Race Relations Committee to select the people who would be invited to attend. Mr. Ward circulated work sheets for the Committee's information, and suggested that March 15 be the deadline for registration. He said applicants would be asked to complete the application form and provide a letter stating why they wish to be included in the Work Shops, together with a cheque by the March 15 deadline. He suggested the venue be the Black Youth Achievement Centre at 205 Queensdale Avenue East, Hamilton and that the Committee determine the menu and arrange the catering.

The Committee agreed that Marlene Thomas-Osborne and Michael Webber be the representatives from the Mayor's Race Relations Committee to sit on the screening committee. It was also suggested that Jim Millington sit on this Committee as a representative from the St. Catharines Race Relations Committee. Mr. Ward said the

Mayor's Race Relations Committee involvement would be the catering and catering costs, together with the role of host.

As insufficient members were present to constitute a quorum, it was agreed due to the time frame to proceed and formally adopt the recommendation at the next meeting.

1. **Adjournment**

Due to the lack of a quorum, the Committee could not deal with the business for which it was convened. Therefore, the Agenda was tabled until the March meeting and the meeting then adjourned.

Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

Monday, 1993 March 22
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee

1 (c)

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Michael Webber
Marc Haas
Sandra Wilson
Mel Madamba
Santokh Pooni
Monty Motomura

Regrets: Mayor Robert M. Morrow, Chairperson
Sharon Bonham
Harish Jain
Alderman Mary Kiss

Also present: Stella Glover, Secretary

1. Lack of Quorum

Due to insufficient members being present to constitute a quorum, the Committee was unable to make recommendations and therefore proceeded to receive status reports on Item 2 - Matters Arising.

2. Matters Arising

(a) Police Week - Essay Contest

The Secretary advised that no response had been received from the Committee with regard to the request for input into the Police Week Essay Contest. Marc Haas suggested that "What Would You Do As Chief Of Police To Ensure That The Regional Police Department Is Representative Of All Groups In This Region?" be the essay topic. He said he felt this would ensure that the winner of the essay contest would be someone who could grasp the whole issue.

Discussion ensued on the essay contest topic and after consideration the Committee finally agreed on the following topic: "The Role of Policing Has Evolved Over The Years, As Chief Of Police What Would Be Your Goals, And Strategies In Order To Achieve These Objectives, So That By The Year 2000 The Police Department Reflects The Community That It Represents?".

The Committee further agreed that the essay contest consist of up to 1500 words. Marc Haas is to convey this information to Sgt. Stewart Jones of the Hamilton-Wentworth Regional Police.

(b) Visit and Reception for Race Relations Advocates from England.

It was noted that the recent visit of Mr. Hari Shukla and Mr. Dick Hawthorne, Race Relations Advocates from England, had taken place in the Council Chamber on Wednesday, 1993 March 17.

However, due to the lack of a quorum, adoption of budget expenditure for this event was tabled until the next meeting.

(c) March 21st Rally

The Committee noted that the March 21st rally had taken place in the Council Chamber on Sunday, 1993 March 21 and had been a success. This item was also tabled until the next meeting in order that the expenditure for this event could be dealt with when a quorum is present.

(d) Community Based Conflict Resolution Workshops

Michael Webber reported that he had been in contact with Mr. Scouter Ward of the Anti-Racism Directorate and that arrangements were progressing for the Community Based Conflict Resolution Workshops to be held at the Black Youth Achievement Centre, 205 Queensdale Avenue East on March 30, 31 and April 01. It was noted that the Committee would be responsible for the initial catering costs and that hosts and hostesses would be needed from the Committee and Advisory Council for the Conference. Marc Haas volunteered for the April 01 date.

3. Correspondence

(a) Urban Alliance on Race Relations re: Anti-Racism Response Network

It was not possible to deal with this item due to the lack of a quorum. It was therefore tabled until the next meeting.

(b) Canadian Japanese Cultural Centre re: Annual Keirokai

Monty Motomura explained the difference in the two Japanese organizations stating that the Cultural Centre was purely a cultural group while the Hamilton Chapter of N.A.J.C. was involved with human rights issues. He said the Annual Keirokai was a spring festival meant to honour seniors. Mr. Motomura said that in Japan the seniors were 70 years of age. He advised that the annual Keirokai was to be held on Sunday, 1993 March 28 from 2:00 - 6:00 p.m. and the Canadian Japanese Cultural Centre and it was inviting two members of the Mayor's Race Relations Committee to attend.

After discussion, it was agreed that two members of the Committee would attend and Mr. Motomura will convey this information to the Japanese Cultural Centre. Marlene-Thomas Osbourne is to attend together with one other.

4. Mayor's Race Relations Advisory Council Chairperson's Report

Mr. Webber, the Chairperson of the Advisory Council, stated that there had not been a meeting of the Advisory Council since the last Committee meeting and therefore he had nothing to report.

5. Sub-Committee Reports

(a) Media Sub-Committee

Marc Haas reported for the Media Sub-Committee and said a number of items were in process of which he would advise the Committee at a future meeting.

(b) Budget Sub-Committee

Mel Madamba said she would be consulting with the Treasury Department for clarification on accounts and would then report back to the Committee. It was noted that the 1993 requested budget had been approved and 1992 monies carried over.

(c) Membership Sub-Committee

Santokh Pooni advised that his Sub-Committee had been unable to contact Herbert Joseph and had therefore considered a replacement for this vacancy on the Advisory Council. He said the Committee had now received it's third resignation and the Membership Sub-Committee would be dealing with replacements. He advised that the two resignations which had been received in the first year of the term of office would, in accordance with the Membership Guidelines, be filled from the applications on hand. However, he said the third resignation had been received after the first year and therefore this vacancy would have to be advertised.

(d) Public Awareness Sub-Committee

The Committee was advised that a meeting of the Public Awareness Sub-Committee had taken place the previous week. Police Chief Middaugh had attended and had been kind enough to answer Sub-Committee questions. The next meeting of the Public Awareness Sub-Committee was to be held on April 14 in the Police Board Room at 7:00 p.m.

6. <u>Other Business</u>

(a) Displays

Marc Haas suggested the development of a Mayor's Race Relations Committee poster to raise the public awareness level. He suggested a possible future poster contest and volunteered to make this his personal project if the Committee supported it. Mr. Pooni further suggested that some of the other exhibits, eg the photo contest, be also on display in various locations at City Hall or the Library.

(b) Art Gallery of Hamilton

Sandra Wilson informed the Committee that Mr. Ted Pietrzak felt that now dialogue had been established with the Committee, he would like this to continue. Mr. Pietrzak invited the Committee to use the Art Gallery for meetings, etc. and Sandra Wilson said she felt this was a very positive step and that Mr. Pietrzak should be taken up on this offer.

(c) Name of Committee

Marlene Thomas-Osbourne advised that the Province had been looking at the term race relations and were changing the term race relations policy to anti-racism policy. She said she would be proposing to the Committee, in the future, a change of name to Mayor's Anti-Racism Committee.

(d) **Name Tags**

Marlene Thomas-Osbourne suggested that name tags be made up for each Committee and Advisory Council Member. The Secretary is to look into this.

(e) **Committee Brochure**

Marlene Thomas-Osbourne referred to the past suggestion of a Mayor's Race Relations Committee brochure and said she felt this should be pursued in the future.

(f) **Attendance at Committee Functions**

Mrs. Thomas-Osbourne said that she had been personally upset at the poor attendance level at two recent important functions organized by the Mayor's Race Relations Committee. In particular, the March 17th visit of race relations personnel from England and the March 21st International Day for the Elimination of Racial Discrimination Rally. Mrs. Thomas-Osbourne suggested that if the Committee expected the public to attend functions then the Committee and Advisory Council members must show leadership. She asked the Committee for ideas to encourage members to attend events.

Sandra Wilson suggested a partnership arrangement whereby partners would call each other and make a commitment to remind each other of forthcoming events. Santokh Pooni further suggested that these partnerships consist of groups of five and that a different member take responsibility each event for calling the other members of the group. It was noted that, in most instances, people just needed to be reminded and they would turn out. Michael Webber is to supply lists of groups.

(g) **Ontario Anti-Racism Group**

Marlene Thomas-Osbourne advised the Committee that she had been appointed to sit on the Ontario Anti-Racism Group to work on policies and to bring forward any concerns from communities. She asked if any members of the Committee became aware of any concerns that they pass these on to her.

7. **Adjournment**

There being no further business the meeting then adjourned.

Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

3(a)

Urban Alliance on Race Rela

January 18, 1993

Mayor Robert M. Morrow
Co-Chairman
Hamilton Mayor's Race Relations Committee
71 Main Street West
Hamilton Ontario L8N 3T4

Dear Mayor Morrow:

The Urban Alliance on Race Relations has launched an exciting new anti-racism initiative. We are hoping that your organization will become a member of the ***Anti-Racism Response Network (ARRN).***

The vision of the Network is to establish a coordinated community response network, for the purpose of combating racism and promoting racial harmony in the Greater Metropolitan Toronto Area. For specific information on the Network, I have enclosed more details which can be posted at your location.

The nature of your organization's commitment to the Anti-Racism Response Network will initially include:*

1) Complete, mail or fax back the enclosed registration and commitment form.

2) Inform the Network of any anti-racist activities that your group is working on; we in turn will notify all members of the ARRN through our newsletter or in the case of an emergency, by fax and/or telephone.

..../P2

675 King Street West, Suite 202/204, Toronto, Ontario M5V 1M9 Phone: (416) 363-2607 Fax: (416) 0415 Charitable registration 0515858-59-1

3) The ARRN may recommend that your group send letters, resolutions, press releases etc. to various institutions or government bodies urging specific action or in protest to actions already taken.

4) The Anti-Racism Response Network is planning a major rally and parade on March 21, 1993 in recognition of the United Nations' International Day for the Elimination of Racial Discrimination. We are anxious to have all groups interested in stopping the growth of racism in our city, join with us in a peaceful march of solidarity. The Colour of Freedom, a concert at Harbourfront, will follow the rally and parade.

***NOTE: As part of the Anti-Racism Response Network, your organization can choose to participate only in those issues you agree with. At no time will the Network speak on your behalf without previous consultation and permission.**

For more information please call the ARRN Project Co-ordinator at 363-2607.

To activate your group's participation please fill in the attached forms and return (mail or fax) by January 25, 1993.

We know that your organization will join us in proving that Torontonians will not tolerate racial prejudice and in fact wishes to celebrate the wealth of diversity that our city boasts. We look forward to working with you!

Sincerely,

Wilson Head

Professor Wilson Head
Chair, Anti-Racism Response Network

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ANTI-RACISM RESPONSE NETWORK

Who?

Community organizations and individuals concerned with race relations and conducting anti-racist work have joined forces with the Urban Alliance on Race Relations to stamp out discrimination in this city.

What?

The vision of the Anti-Racism Response Network (ARRN) is to establish a coordinated community response network for purposes of combating racism and promoting racial harmony in Metropolitan Toronto.

How?

The Network will **coordinate the response** of groups following racist incidents in the city. With the creation of a database of concerned organizations and individuals, the ARRN will be able to mobilize and activate a comprehensive community-based response to racially-related occurrences. The ARRN would issue guidelines to organizations suggesting action(s) that could be taken;

- make a public statement
- issue a press release
- send a letter to government officials

In addition to this crisis response component the Network will address, share and provide **information, support** to each other, **community development initiatives** and **advise the government** on systemic solutions to racism. The ARRN will also help community organizations to plan and carry out joint initiatives, including a public rally, parade and concert on the International Day for the Elimination of Racial Discrimination, March 21, 1993. (Toronto City Hall and Harbourfront).

The Network will **publish a quarterly Newsletter** outlining the activities of participating organizations and addressing racist incidents.

Come join us in stamping out racism in Toronto!

For more information contact: ARRN, Project Coordinator at 363-2607 (Fax: 363-0415)

URBAN ALLIANCE ON RACE RELATIONS

c:\randi\form.arr

ANTI-RACISM RESPONSE NETWORK

REGISTRATION AND COMMITMENT FORM

I am authorized, as a member of _____

_____

_____

(name of organization)

to participate on their behalf in the Anti-Racism Response Network, I am prepared to make a commitment to contact our organization, as required by the Anti-Racism Response Network Steering Group, to facilitate community mobilization when necessary in keeping with the descriptive statement of the Anti-Racism Response Network

CONTACT PERSON (Please print)

NAME: _____

_____

POSITION: _____

ADDRESS: _____

_____

_____

_____

_____

POSTAL CODE: _____

TELEPHONE: _____

OTHER NUMBERS(S)
WHERE YOU MAY
BE REACHED: _____

FAX: _____

SIGNATURE: _____

SECOND CONTACT PERSON (Please print)

NAME: _____

_____

POSITION: _____

ADDRESS: _____

_____

_____

_____

_____

POSTAL CODE: _____

TELEPHONE: _____

OTHER NUMBERS(S)
WHERE YOU MAY
BE REACHED: _____

FAX: _____

SIGNATURE: _____

If the nature of your organization's work is not clearly indicated in the title, please specify: _____

_____

With permission, information on this form will be added to the Network's database to be available to community organizations concerned with race relations and anti-racism work. Please indicate your agreement below:

Yes ____
No ____

RETURN TO:

URBAN ALLIANCE ON RACE RELATIONS
ANTI-RACISM RESPONSE NETWORK
675 KING ST. W., SUITE 202/204
TORONTO
M5V 1M9

TEL: (416) 363-2607
FAX: (416) 363-0415

Ontario

COMMISSION ON SYSTEMIC RACISM IN THE ONTARIO CRIMINAL JUSTICE SYSTEM

COMMISSION SUR LE RACISME SYSTÉMIQUE DANS LE SYSTÈME DE JUSTICE PÉNALE EN ONTARIO

Margaret Gittens
Co-Chair
Coprésidente

David Cole
Co-Chair
Coprésident

Commissioners
Commissaires
• Toni Williams
• Moy Tam
• Ed Ratushny
• Sri-Guggan Sri-Skanda-Rajah

March 8, 1993

Dear Madam/Sir,

3(b)

We are writing to you to tell you about the **Commission on Systemic Racism in the Ontario Criminal Justice System** and to invite your input.

The Commission wants to ensure that all communities affected by this inquiry have a chance tc present their experiences and views.

For the first time in Ontario, there will be an opportunity to conduct significant research and consultation on systemic racism in the Ontario criminal justice system. We want to know your thoughts on issues the Commission should research as well as proposed solutions to problems identified by the consultation.

Enclosed you will find a booklet that provides information about the Commission. It explains the purpose and structure of the Commission, its Terms of Reference, and how the Commission operates.

You can send us a submission, call the toll free number to have your views recorded, participate in public meetings, or inform us of a special event you plan to organize on systemic racism in the criminal justice system. You or your organization may also apply for a small grant through the Community Grants Program to assist you in preparing a submission or translating Commission information.

Please address all correspondence to the address listed below.

The Commission has a short time-frame to address these issues. We need your input as soon as possible.

We hope that you will participate in this important process.

Yours truly,

Margaret Gittens, Co-Chair

Judge David P. Cole, Co-Chair

Toni Williams

Moy Tam

Ed Ratushny

Sri-Guggan Sri-Skanda-Rajah

180 Dundas St. W., Suite 2004, Toronto ON M5G 1Z8
Tel.: (416) 327-6800 Fax: (416) 327-6798

180, rue Dundas ouest, bureau 2004, Toronto ON M5G 1Z8
Tél.: (416) 327-6800 Téléc.: (416) 327-6798

Toll free: 1-800-463-8803 Sans frais: 1-800-463-8803

COMMISSION ON SYSTEMIC RACISM IN THE ONTARIO CRIMINAL JUSTICE SYSTEM

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Commissioners
Commissaires
• Toni Williams
• Moy Tam
• Ed Ratushny
• Sri-Guggan Sri-Skanda-Rajah

Le 8 mars 1993

Monsieur/Madame,

La présente a pour but de vous renseigner au sujet de la Commission sur le racisme systémique dans le système de justice pénale en Ontario et de solliciter votre participation.

La commission tient à ce que tous les groupes intéressés à l'enquête puissent communiquer leurs expériences et leurs points de vues.

C'est la première fois en Ontario que se présente l'occasion d'effectuer des recherches et des consultations suivies sur le racisme systémique dans le système de justice pénale de la province. Nous aimerions connaître votre opinion sur les questions que la commission devrait aborder ainsi que les solutions à envisager relativement aux problèmes cernés lors de la consultation.

Vous trouverez ci-joint un dépliant destiné à vous renseigner sur la commission. On y explique notamment l'objectif et la structure de la commission, son mandat et ses modalités de fonctionnement.

Vous pouvez soit nous envoyer votre exposé sur le sujet, soit exprimer votre avis en nous téléphonant au numéro sans frais, soit participer à des réunions publiques, soit encore nous signaler tout événement particulier que vous comptez organiser pour traiter du racisme systémique dans le système de justice pénale. Vous pouvez également, à titre personnel ou au nom de votre organisme, demander l'octroi, dans le cadre du Programme de subventions communautaires, d'une subvention modique qui vous aidera à mieux préparer votre exposé ou vous permettra de faire traduire des renseignements concernant les travaux de la commission.

Nous vous prions de bien vouloir faire parvenir toute correspondance éventuelle à l'adresse figurant ci-dessous.

La commission dispose de délais serrés pour réaliser son mandat, aussi aimerions-nous recevoir vos commentaires le plus tôt possible.

Dans l'espoir de bénéficier de votre participation à ce processus important, nous vous prions d'agréer, Monsieur/Madame, l'expression de nos sentiments les meilleurs.

Margaret Gittens, co-présidente

David P. Cole, co-président

Toni Williams

Moy Tam

Ed Ratushny

Sri-Guggan Sri-Skanda-Rajah

180 Dundas St. W., Suite 2004, Toronto ON M5G 1Z8
Tel.: (416) 327-6800 Fax: (416) 327-6798

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Toll free: 1-800-463-8803 Sans frais: 1-800-463-8803

Commission on Systemic Racism in the Ontario Criminal Justice System

- The strong concerns expressed by Black communities and other racial minority communities led to the establishment of this Commission on Systemic Racism in the Ontario Criminal Justice System.

- **We want to know about your experiences, views and proposed solutions related to systemic racism in the criminal justice system.**

Spring 1993

180 Dundas Street West, Suite 2004, Toronto, Ontario M5G 1Z8
Tel.: (416) 327-6800 Toll free: 1-800-463-8803 Fax: (416) 327-6798

Commission sur le racisme systémique dans le système de justice pénale en Ontario

- Les vives préoccupations exprimées par les communautés de race noire et par d'autres groupes raciaux minoritaires ont motivé l'établissement de cette commission chargée d'étudier le racisme systémique dans le système de justice pénale en Ontario.

- **Nous aimerions connaître vos expériences, vos opinions et les solutions que vous envisagez relativement au racisme systémique dans le système de justice pénale.**

printemps 1993

180, rue Dundas Ouest, pièce 2004, Toronto (Ontario) M5G 1Z8
Téléphone: (416) 327-6800 Appels sans frais: 1-800-463-8803
Télécopieur: (416) 327-6798

Background

Racism is a historical and ongoing reality in Canadian society. It is important to recognize racism, understand the experience of those who face it daily, and work to eliminate it.

Black communities and other *racial minority** communities have repeatedly asserted that both overt and systemic racism in the Ontario criminal justice system are not just perceptions, but realities that must be addressed. Concerns about *systemic racism* have been identified as being of particular importance. Systemic racism refers to procedures and practices, some unintentional, that disadvantage and discriminate against racial minorities.

There has been little comprehensive research on systemic racism in the criminal justice system, and its impact on Black communities and other racial minority communities. Although policing has received some attention, other parts of the criminal justice system such as bail, plea bargaining, jury selection, sentencing, and parole have not been sufficiently studied.

The Marshall Inquiry in Nova Scotia, the Aboriginal Justice Inquiry in Manitoba, the Cawsey Report in Alberta, and the Marcellus François Inquest Report in Montreal have all confirmed the existence of systemic racism in the criminal justice system in other Canadian jurisdictions.

Although the Toronto demonstrations of May 1992 led to the establishment of the Stephen Lewis Inquiry (June 1992), Black communities and other racial minority communities have lobbied for many years for a public inquiry into systemic racism in the Ontario criminal justice system. These efforts and consultations over the summer of 1992 led to the establishment of this Commission.

*The term racial minority appears in the Commission's terms of reference. The Commissioners acknowledge that many people find it inappropriate.

Historique

Le racisme est une réalité historique qui perdure dans la société canadienne. Il importe de reconnaître ce phénomène, de chercher à comprendre l'expérience de ceux qui en subissent quotidiennement les désavantages et à l'enrayer.

Les communautés de race noire et d'autres *minorités raciales** ont affirmé à plusieurs reprises que le racisme patent et systémique dans le système de justice pénale en Ontario n'est pas qu'une question de perception, mais bien une réalité objective à laquelle il faut faire face. Or, des différentes formes de racisme, c'est le racisme systémique qui doit retenir plus particulièrement notre attention. Par racisme systémique, on entend des procédures et des pratiques qui, quoique non intentionnelles, ne défavorisent pas moins certaines minorités raciales et constituent de la discrimination à leur égard.

Peu de travaux de recherche ont été effectués de façon exhaustive sur le racisme systémique au sein du système de justice pénale, ainsi que sur ses incidences sur les communautés de race noire et autres minorités raciales. De fait, bien que les services de police aient déjà fait l'objet de certaines mesures dans ce contexte, les études effectuées relativement à d'autres aspects du système de justice pénale comme, par exemple, les modalités de mise en liberté provisoire, de marchandage des plaidoyers, de sélection des jurys, d'imposition de peines et de libération conditionnelle demeurent insuffisantes.

La Commission d'enquête sur l'affaire Marshall en Nouvelle-Écosse, la Commission d'enquête sur la justice autochtone au Manitoba, le rapport Cawsey en Alberta et le rapport d'enquête sur l'affaire Marcellus François à Montréal constatent dans l'ensemble la présence du racisme systémique au sein du système de justice pénale dans d'autres juridictions au Canada.

Même si les démonstrations tenues à Toronto en mai 1992 sont à l'origine de l'établissement le mois suivant d'une commission d'enquête présidée par Stephen Lewis (juin 1992), il n'en reste pas moins que les communautés de race noire et autres minorités raciales exerçaient des pressions depuis des années pour que se tienne en Ontario une commission d'enquête publique sur le racisme systémique dans le système de justice pénale de la province. C'est dans la foulée de ces événements et des consultations qui s'ensuivirent que fut instituée à l'été 1992 la commission dont il est question ici.

*L'expression *minorité raciale* figure dans le mandat de la commission. La commission est néanmoins consciente de l'impropriété de cette expression pour de nombreuses personnes.

Purpose and Focus of the Commission

The purpose of the Commission is to examine the extent of systemic racism in the Ontario criminal justice system, and to make recommendations to eliminate it where it is identified.

The Commission is mandated to examine the procedures, practices, policies, and processes in the institutions of the Ontario provincial criminal justice system that may cause or reflect systemic racism. However, the Commission *does not* have the authority to investigate policies and practices of agencies of the federal government, nor to investigate individual allegations of wrong-doing.

The Commission is directed to focus on anti-black racism in urban communities, with special emphasis on women and youth, while at the same time recognizing the vulnerability of all racial minority communities.

As a result of the statement of political relationship between the Province of Ontario and the First Nation Chiefs of Ontario, formal consultation with First Nations in Ontario is not a part of the mandate of this Commission. However, the Commission recognizes that the experiences and perspectives of individual members of the Native community will benefit the Commission.

The Commission is an independent body mandated to report by October 26, 1993.

Structure of the Commission

There are six Commissioners who represent a diversity of backgrounds and experiences. Women and men from Black communities and other racial minority communities were involved in formulating the terms of reference. These communities are well represented among the Commissioners and staff.

Two Youth Advisors will ensure that young people's concerns about and experiences with the criminal justice system are addressed.

Mission et priorités de la commission

La commission a pour mission d'examiner l'ampleur du racisme systémique dans le système de justice pénale en Ontario et de formuler des recommandations afin de l'enrayer là où on en décèle la présence.

La commission est chargée d'examiner les procédures, les pratiques, les politiques et les processus qu'appliquent les institutions faisant partie du système de justice pénale de l'Ontario et qui peuvent être soit la cause ou des symptômes de racisme systémique. Par contre, la commission n'est pas habilitée à faire enquête sur les politiques et pratiques d'organismes fédéraux ou sur des allégations individuelles de préjudice.

Le mandat de la commission prévoit qu'elle doit accorder une importance spéciale au racisme à l'égard des noirs en milieu urbain, en examinant plus particulièrement le sort réservé aux femmes et aux jeunes, tout en tenant compte de la vulnérabilité de toutes les minorités raciales.

Par suite de la déclaration des liens politiques entre la province de l'Ontario et les Chefs des Premières nations de l'Ontario, le mandat de la commission ne prévoit pas de consultations officielles entre les Premières nations de l'Ontario. La commission reconnaît toutefois la valeur pour ses travaux de l'expérience et de l'opinion des membres de la communauté autochtone.

La commission a été constituée en organisme autonome et doit déposer son rapport d'ici le 26 octobre 1993.

Structure de la commission

Les six commissaires nommés à la commission proviennent de milieux variés et se distinguent notamment par la diversité de leurs antécédents. Des femmes et des hommes faisant partie de diverses communautés de race noire et autres groupes raciaux minoritaires ont participé à l'élaboration du mandat de la commission. Ces différentes communautés se trouvent d'ailleurs bien représentées dans la composition de la commission et de son personnel.

La présence de deux conseillers à la jeunesse permettra de s'assurer que les préoccupations des jeunes relativement au système de justice pénale, ou celles découlant de leurs contacts avec celui-ci, soient effectivement prises en compte.

Commissioners:

Margaret Gittens, Co-Chair, is a community legal worker in downtown Toronto, where she is an advocate for low-income tenants on landlord and tenant issues. Ms. Gittens has worked as a youth employment and education counsellor for racial minority and ethnic groups. She was a member of the International Committee against Racism and has helped organize a variety of anti-racism activities. She is a founding member of the Coalition of Visible Minority Women and the Black Secretariat.

David Cole, Co-Chair, is a criminal court judge in the Ontario Court of Justice, Provincial Division, in Scarborough. He was a sole practitioner specializing in criminal and administrative law until he was appointed to the Bench. His practice included providing advice and advocacy to prisoners and parolees. He has served on various subcommittees of the Ontario Legal Aid Plan, the Canadian Bar Association's Committee on Imprisonment and Conditional Release, and the Canadian Civil Liberties Association.

Toni Williams, Commissioner, is an Associate Professor at Osgoode Hall Law School, York University. She sits on the editorial board of the Canadian Journal of Women and the Law, and on the advisory board of the Centre for Race and Ethnic Relations at York University. She was a board member of the YWCA of Metro and Parkdale Community Legal Services. Ms. Williams has also taught at University College in London, England. While in London she was active in the social housing movement, looking at anti-racism policies and access to housing.

Sri-Guggan Sri-Skanda-Rajah, Commissioner, is a former full-time member of the Convention Refugee Determination Division of the Immigration and Refugee Board of Canada for two terms. He was a senior community legal worker with Jane-Finch Community Legal Services, and a legal worker with the Black Resource and Information Centre in Toronto. He has been a member of many groups concerned with racism, including the Toronto Mayor's Committee on Community and Race Relations, and the Greater Toronto Working Group on Policing Multi-Cultural and Multi-Ethnic Urban Communities.

Moy Tam, Commissioner, is Executive Director of the Ottawa Carleton Immigrant Services Organization. Previously, she was the Director of both the youth and children's, and senior citizen's departments at Dixon Hall Neighbourhood Social and Family Services in Toronto. She was also vice-chair of the Toronto Mayor's Committee on Community and Race Relations, and a co-founder of the South East Asian Services, Toronto.

Ed Ratushny, Commissioner, has taught at Ottawa Law School since 1976. He was formerly the director of the Human Rights Research and Education Centre. He has served as special advisor on judicial affairs to two federal justice ministers, and has been a member of counsel to many governments, boards, commissions and task forces in the areas of human rights and immigration law. This year he was admitted to the Order of Canada.

Commissaires :

Margaret Gittens, co-présidente, est animatrice communautaire juridique au centre-ville de Toronto. Elle agit comme défenseur des droits des locataires à faible revenu dans les conflits locatifs. Mme Gittens a aussi travaillé comme conseillère en matière d'éducation et d'emploi des jeunes des groupes ethniques et des minorités raciales. Elle est membre du Comité international contre le racisme et a participé à l'organisation de congrès et d'ateliers portant sur le racisme. Elle est membre fondatrice de la Coalition des femmes des minorités visibles et du Black Secretariat.

David P. Cole, co-président, est juge au criminel à la Cour de justice de l'Ontario, Division provinciale, à Scarborough. Il a exercé le droit à titre individuel à Toronto en droit criminel et administratif jusqu'à sa nomination à la magistrature et fournissait entre autres des conseils de représentation aux prisonniers et libérés conditionnels. Il a été membre de divers sous-comités du Régime d'aide juridique de l'Ontario, du comité sur l'incarcération et la libération conditionnelle de l'Association du Barreau canadien ainsi que de l'Association canadienne des libertés civiles.

Toni Williams, commissaire, est professeur agrégé à la faculté de droit Osgoode Hall, Université York. Mme Williams siège au conseil consultatif du Centre de relations raciales et ethniques de l'Université York. Elle a été membre du conseil d'administration du YWCA du grand Toronto et des services juridiques communautaires de Parkdale. Mme Williams a également enseigné à University College, à Londres, où elle est devenue active dans le mouvement de logement social qui examine les politiques de lutte contre le racisme et d'accès au logement.

Sri-Guggan Sri-Skanda-Rajah, commissaire, a été membre à plein temps de la Division de détermination du statut de réfugié de la Commission de l'immigration et du statut de réfugié, cela pendant deux mandats. Auparavant, il a travaillé comme auxiliaire juridique communautaire principal auprès des services juridiques communautaires Jane-Finch et comme auxiliaire juridique auprès du Black Resource and Information Centre à Toronto. Il a également été membre de nombreux groupes voués à la lutte contre le racisme, notamment membre du Comité du Maire de Toronto sur les relations raciales et communautaires et membre du groupe de travail sur la surveillance policière dans les localités urbaines multiethniques et multiculturelles du Grand Toronto.

Moy Tam, commissaire, est directrice générale de l'Organisation des services d'immigration d'Ottawa-Carleton. Elle a été directrice des services pour enfants, adolescents et personnes âgées, au Dixon Hall Neighbourhood Social and Family Services, à Toronto. Elle a été vice-présidente du Comité du Maire de Toronto sur les relations raciales et communautaires, co-fondatrice de South East Asian Services, à Toronto.

Ed Ratushny, commissaire, enseigne le droit à la faculté de droit de l'Université d'Ottawa depuis 1976. Ancien directeur du Centre de recherche et d'enseignement sur les droits de la personne, M. Ratushny, a aussi été conseiller spécial aux affaires judiciaires auprès de deux ministres fédéraux de la justice. En outre, il a été membre ou conseiller juridique d'un grand nombre de régies, commissions et groupes de travail gouvernementaux dans les domaines des droits de la personne et de l'immigration. M. Ratushny a reçu l'Ordre du Canada cette année.

Terms of Reference

The Commission has the mandate to examine and make recommendations, by October 1993, on the following major topics:

- how the exercise of discretion by decision-makers in the criminal justice system affects racial minorities,
- the treatment of racial minorities in adult and youth correctional facilities,
- alternative forms of community policing,
- how to create policies and procedures to deal with allegations of racism brought against officials in the criminal justice system,
- how to prevent systemic racism through the selection, education, training, and promotion of decision-makers in the criminal justice system,
- how to prevent systemic racism in the policies and practices of government ministries and agencies with criminal justice responsibilities,
- how to ensure that racial minorities effectively participate in justice system reforms,
- how to ensure that racial minorities have access to legal services, including criminal legal aid,
- the need for future studies into racism inherent in the law.

Mandat

La commission a pour mandat d'examiner les principaux domaines suivants et de formuler des recommandations à leur sujet d'ici le mois d'octobre 1993 :

- la façon dont l'exercice de pouvoirs discrétionnaires au sein du système de justice pénale nuit aux minorités raciales,
- le traitement accordé aux minorités raciales dans les établissements correctionnels réservés aux adultes ou aux jeunes,
- les solutions de rechange en ce qui concerne la prestation de services policiers aux collectivités,
- la façon d'élaborer les politiques et les procédures à suivre lorsque des accusations doivent être portées contre des membres de l'administration de la justice pénale,
- la façon de lutter contre le racisme systémique par le biais de la sélection, de l'éducation, de la formation et de l'avancement des décideurs qui oeuvrent au sein du système de justice pénale,
- la façon de prévenir le racisme systémique dans les politiques et les pratiques des ministères et des organismes de l'État exerçant des responsabilités en matière de justice pénale,
- la façon de s'assurer la participation des minorités raciales aux réformes du système de justice pénale,
- la façon d'assurer pour les minorités raciales l'accès aux services juridiques, notamment à l'aide juridique en matière pénale,
- la nécessité d'entreprendre des études ultérieures sur la pénétration du droit par le racisme.

How the Commission Operates

All stakeholders concerned about the criminal justice system have an important role to play. **We want to hear your experiences, views, and proposed solutions.** In particular, we want to reach those who are often left out of the decision-making process.

The Commission will attempt to consult with the following stakeholders:

- Black communities and other racial minority communities,
- individuals, community organizations, associations, and equity seeking groups concerned with systemic racism in the criminal justice system,
- criminal justice system officials, including the judiciary, crown prosecutors, defense counsel, and parole and probation officers,
- government and agency policy makers,
- prisoners, victims, and others directly affected by the criminal justice system,
- advocates, academics, and other people with specialized expertise.

All provincial government ministries and agencies involved in the administration of justice have been directed to cooperate fully with the Commission.

Modalités de fonctionnement de la commission

Tous les intéressés au système de justice pénale ont un rôle important à jouer. **Nous voulons connaître vos expériences particulières, vos opinions et les solutions proposées.** Nous tenons surtout à rejoindre les personnes qui souvent sont exclues du processus décisionnel.

La commission cherchera à consulter les intéressés suivants :

- les communautés de race noire et autres communautés formées de minorités raciales,
- les personnes, organismes communautaires, associations et groupes de défense de l'équité sociale préoccupés par le racisme systémique au sein du système de justice pénale,
- les représentants du système de justice pénale, y compris la magistrature, les poursuivants agissant pour la Couronne, les avocats de la défense, les agents de libération conditionnelle et de probation,
- les concepteurs de politiques du gouvernement et des organismes connexes,
- les prisonniers, les victimes et autres personnes directement concernées par le système de justice pénale,
- les intervenants, les universitaires et autres spécialistes.

Tous les ministères et organismes provinciaux chargés de l'administration de la justice ont l'ordre d'offrir leur entière collaboration à la commission.

Travaux de recherche :

La commission est à mener des travaux de recherche et prévoit en entreprendre d'autres. Il s'agit notamment :

- de passer en revue la documentation tant canadienne qu'internationale sur le racisme systémique dans les systèmes de justice pénale,
- d'effectuer des recherches analytiques et empiriques sur les différents aspects du système de justice pénale, en ce qui concerne entre autres les modalités de mise en liberté provisoire, de marchandage de plaidoyers, de sélection des jurys, d'imposition des peines et de libération conditionnelle,
- d'établir une matrice de la représentation raciale au sein des institutions ayant d'importants pouvoirs de décision en matière de justice pénale,
- de compulser les dossiers des tribunaux,
- d'interviewer les participants au système de justice pénale, qu'il s'agisse de juges ou de détenus,
- d'effectuer des recherches sur des sujets déterminés en collaboration avec des groupes représentant des intérêts communautaires.

Commissaires:
Sri-Guggan Sri-Skanda-Rajah, Ed Ratushny, Moy Tam (de gauche à droit)
David Cole, Margaret Gittens, Toni Williams (assis)

Research:

Research activities are being conducted and planned by the Commission. Activities will include:

- a review of recent Canadian and international literature on systemic racism in criminal justice systems,
- analytical and empirical studies on various aspects of the criminal justice system, including: bail, plea bargaining, jury selection, sentencing, and parole,
- a profile of the racial representation in significant decision-making institutions in the criminal justice system,
- an examination of court records,
- interviews with participants in the criminal justice system, ranging from judges to inmates,
- research on selected issues with community focus groups.

Commissioners:
Sri-Guggan Sri-Skanda-Rajah, Ed Ratushny, Moy Tam (left to right)
David Cole, Margaret Gittens, Toni Williams (seated)

Outreach:

Outreach activities are being conducted and planned by the Commission on an ongoing basis. We encourage you to participate and make your views known. Activities planned include:

- requests for submissions in writing, or on audio or video tape from individuals and groups,
- meetings with groups actively involved in criminal justice issues,
- consultations with youth and youth organizations in Black communities and other racial minority communities,
- some public meetings to be held in large urban centres. Announcements will be made well in advance,
- workshops and forums with representatives from various stakeholder groups on selected topics,
- a community grants program that will provide a limited number of small grants to organizations. Grants will be considered where specialized research or consultations are conducted to identify issues, develop solutions, and provide submissions to the Commission. Projects with a special emphasis on youth are strongly encouraged. Proposals to translate this information booklet and public Commission documents into other languages may also be funded. Grants may also be considered to assist in the translation of written submissions from other languages into English or French. Write or call the Commission for more information,
- translators provided at public events, if requested in advance,
- a toll free line available to you to record your experiences, perspectives, and solutions.
- the distribution of formal documents in English and French,

Relations communautaires :

La commission mène actuellement certaines activités de relations communautaires et en prévoit d'autres. Par là, nous visons à obtenir votre participation et vos opinions. Parmi les activités en cause figurent :

- une invitation à remettre, à titre individuel ou collectif, des mémoires ou des présentations audio-visuelles,
- des rencontres avec des groupes qui s'intéressent effectivement aux questions touchant la justice pénale,
- des consultations avec des jeunes et des organismes pour jeunes faisant partie de communautés de race noire ou autres groupes raciaux minoritaires,
- la tenue de réunions publiques dans les principales agglomérations (un préavis suffisant sera donné pour ces réunions),
- la tenue d'ateliers et de séances de discussion sur des sujets déterminés avec des représentants de différents groupes d'intéressés,
- un programme de subventions communautaires qui permettra d'accorder un nombre limité de subventions à certains organismes. L'octroi d'une subvention est possible dans le cas de recherches ou de consultations spécialisées menées en vue de cerner les problèmes à résoudre, d'élaborer des solutions et de présenter des exposés à la commission. On encourage particulièrement les projets axés sur la jeunesse. Les projets visant à faire traduire le présent dépliant et autres documents de la commission peuvent également faire l'objet d'une subvention. Les subventions peuvent de plus servir à faire traduire en français ou en anglais des présentations rédigées dans d'autres langues. Téléphonez ou adressez-vous à la commission pour de plus amples renseignements.
- la fourniture de services d'interprétation lors de séances publiques si la demande en est faite à l'avance,
- la distribution de documents officiels en français et en anglais,
- la mise en place d'une ligne téléphonique sans frais pour permettre aux intéressés de communiquer leurs expériences, leurs points de vue et les solutions possibles.

How You and Your Organization Can Participate

The work and impact of the Commission, and its recommendations depend on the input we get from individuals and organizations. Your views on systemic racism in the criminal justice system are important.

We need to know your experiences, views and proposed solutions. Of particular interest are:

- priority areas the Commission should investigate, research, and consult,
- information, organizations, or sources that can help the Commission's work,
- the nature and extent of systemic racism in the criminal justice system,
- solutions to reduce and eliminate racism in the criminal justice system.

Individual requests for confidentiality or to meet with the Commission privately will be considered on a case by case basis.

The Commission has a very short time-frame in which to address these complex issues. Your ideas are extremely important to the Commission's work. We ask you to send us your submissions as soon as possible.

Voici comment vous ou votre organisme pouvez participer

La qualité et l'incidence des travaux de la commission et des recommandations qui en découleront dépendent du degré de participation des particuliers et des organismes. Votre point de vue sur le racisme systémique dans le système de justice pénale compte beaucoup pour nous.

Nous désirons connaître vos expériences, vos points de vue et les solutions que vous proposez. Il nous importe particulièrement de déterminer :

- les domaines que la commission devrait aborder en priorité en vue d'entreprendre les recherches et les consultations nécessaires,
- les renseignements, les organismes et autres sources à consulter pour faciliter les travaux de la commission,
- la nature et l'ampleur du racisme systémique dans le système de justice pénale,
- les solutions propres à diminuer et enrayer le racisme dans le système de justice pénale.

Les demandes de protection du caractère confidentiel des renseignements ou les demandes de rencontre en privé avec la commission seront examinées selon les mérites de chaque cas.

La commission dispose de délais serrés compte tenu de la complexité du sujet. Vos opinions compteront énormément pour la commission, aussi aimerions-nous recevoir vos commentaires le plus tôt possible.

Here is how you or your organization can participate:

- ❑ send us your submission in writing, or on audio or video tape,
- ❑ call 1-800-463-8803 and leave your views by telephone. Calls are free from anywhere in Ontario,
- ❑ write to us or call and ask to be placed on our mailing list. You will be informed about the Commission's activities and meetings in your area. You will also receive future publications,
- ❑ inform the Commission about organized events on racism in the criminal justice system and let us know the results,
- ❑ apply for a grant through the Community Grants Program. Write to us or call to get more information and application forms.

Please address all correspondence to:

Commission on Systemic Racism in the Ontario Criminal Justice System
180 Dundas Street West, Suite 2004
Toronto, Ontario M5G 1Z8
Tel.: (416) 327-6800
Toll free: 1-800-463-8803
(free from anywhere in Ontario)
Fax: (416) 327-6798

Voici comment vous ou votre organisme pouvez participer :

- ❑ faites nous parvenir votre présentation soit par écrit soit sur cassette audiophonique ou magnétoscopique,
- ❑ téléphonez sans frais de n'importe quel endroit en Ontario au 1-800-463-8803 et faites connaître votre point de vue par téléphone,
- ❑ demandez par courrier ou par téléphone à être inscrit sur notre liste de destinataires afin d'être tenu au courant des activités de la commission dans votre région et de recevoir la documentation ultérieure,
- ❑ tenez la commission au courant d'événements organisés touchant le racisme systémique dans le système de justice pénale et du résultat de ceux-ci,
- ❑ introduisez une demande de subvention au titre du programme de subventions communautaires. Demandez de plus amples renseignements à ce sujet par courrier ou par téléphone.

Veuillez envoyer votre correspondance à l'adresse suivante:

Commission sur le racisme systémique dans le système de justice pénale en Ontario
180, rue Dundas ouest, pièce 2004
Toronto (Ontario) M5G 1Z8
Téléphone : (416) 327-6800
Sans frais : 1-800-463-8803
Sans frais n'importe où en Ontario
Télécopieur : (416) 327-6798

3(c)

March 23, 1993

Mayor Robert M. Morrow
City Hall
71 Main Street West
Hamilton, Ontario
L8N 3T4

Dear Mayor ~~Morrow~~ Bob:

I would like to offer my resignation as a member of the executive of the Mayor's Race Relations Committee along with my affiliation with the Public Awareness Sub-committee. I have accepted additional responsibilities elsewhere which will not allow me enough time to carry out my commitments for the Committee.

I want to take this opportunity to thank you for the privilege of working with you since the establishment of this Committee. I think the Committee has established an excellent public profile in the wider community. Your leadership in supporting the initiatives, proposed by the Committee during my tenure as Co-Chair, and advancing the cause of racial harmony is very much appreciated.

I would also like to extend my thanks to Mr. Dennis Carson, Ms. Marlene Thomas-Osbourne and other members of the Committee for their whole-hearted cooperation during my term of office. My special thanks go to Ms. Stella Glover for running the operations of the Committee smoothly and efficiently.

I would be very pleased to assist the Committee in its future activities, if and when I am called upon to do so.

With best personal regards,

Sincerely

Harish C. Jain

Harish C. Jain

PROPOSED TRAINING AND DEVELOPMENT SCHEDULE

*** FOR COMMITTEE/ADVISORY COUNCIL/RESOURCE PERSONS ONLY

ALL MEMBERS ARE ENCOURAGED TO ATTEND ALL/OR AS MANY SESSIONS AS POSSIBLE

DATES: MAY 17, MAY 31, JUNE 14, JUNE 28, 1993

TIMES: 6:00 - 9:00 P.M.

LOCATION: MOHAWK COLLEGE (FENNELL AND WEST 5TH) ROOM C044

TRAINERS/FACILITATORS INCLUDE:

- JAYNE MUNRO, EMPLOYMENT EQUITY OFFICER, HUMAN RESOURCES CITY OF HAMILTON

- LORRAINE PUTNINS, MANAGER EMPLOYMENT SERVICES/EMPLOYMENT EQUITY, MOHAWK COLLEGE

- WENDELL ROACH, MANAGER MANAGEMENT SERVICES CERTIFICATE PROGRAM, MOHAWK COLLEGE

*** TRAINING WILL BE WIDE RANGING AND WILL INCLUDE EMPLOYMENT EQUITY, RELEVANT LEGISLATION, CULTURAL AWARENESS/SENSITIVITY, RACISM, SYSTEMIC RACISM, CONFLICT RESOLUTION, GROUP DYNAMICS ETC.

*** GOALS AND OBJECTIVES: TO EXPAND AND FURTHER DEVELOP OUR CURRENT KNOWLEDGE BASE THROUGH DISCUSSION, OPEN DEBATE AND VARIOUS OTHER GROUP DYNAMICS LEARNING TOOLS.

*** PLEASE CONFIRM YOUR ATTENDANCE BY CALLING:

SANDRA WILSON 575-4616
MEL MADAMBA 522-5851 OR 523-5613

PLEASE CALL ON/OR BEFORE MAY 15, 1993.

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Mayor's Race Relat

1993 May 25

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MAY - 1993
GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Mayor's Race Relations Committee
Monday, 1993 May 31
4:30 o'clock p.m.
Room 219, City Hall

Stella Glover
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Minutes of meeting held 1993 April 26. (attached)
2. Matters Arising.
3. Hope in the Cities Conference - **Mrs. Irmgarde Westerman.**
4. Sub-Committee Reports.
5. Ethno-Cultural Harmony Workshops - Invitation to Participate. (no copy)
6. Other Business.
8. Adjournment.

Monday, 1993 April 26
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Marc Haas
Michael Webber
Santokh Pooni
Bill Shaffir
Geoff Small
Mel Madamba
Monty Motomura

Also present: Sandra Wilson, Vice-Chairperson, Mayor's Race Relations Advisory Council
Scouter Ward, Anti-Racism Secretariat
Ken Stone, Mayor's Race Relations Advisory Council
Doris Skorpid, Former Member, Mayor's Race Relations Committee
Stella Glover, Secretary, Mayor's Race Relations Committee

Alderman Mary Kiss assumed the Chair in the temporary absence of the Chairperson and Co-Chairperson of the Committee.

1. Minutes of Meeting

(a) The minutes of meeting held 1993 January 25 were adopted as presented.

(b) The minutes of meeting held 1993 February 25 were adopted as presented.

(c) The minutes of meeting held 1993 March 22 were adopted as amended to reflect the fact that Alderman Mary Kiss was absent on vacation.

2. Matters Arising

(a) **Police Week - Essay Contest**

Mark Haas advised the Committee that an advertisement had appeared in The Spectator with regard to the Police Week Essay Contest. He said entries should be delivered to any Regional Police Station by 4:30 p.m. on May 3rd. Mr. Haas pointed out that an amendment had been made to the rules whereby the number of words in the essay had been reduced to 500 in order to gain more response.

It was noted that the prizes would consist of $300.00 cash to the winner, $200.00 to the runner up and $100.00 to the third place winner.

The Committee agreed that the Mayor's Race Relations Committee would co-sponsor the essay contest with the Regional Police by providing 50% of the prize money in the amount of $300.00.

The Committee was advised of Police Week activities and of an invitation which had been extended to members of the Committee and Advisory Council to attend an open forum at Central Police Station on May 10 from 1:30 - 3:30 p.m.

(b) Visit of Race Relations Advocates from England

The Committee formally approved expenditure in the amount of $250.00 for the public meeting and reception for Race Relations Advocates from England held on 1993 March 17.

(c) International Day for the Elimination of Racial Discrimination

The Committee formally approved expenditure in the amount of $250.00 for the International Day for the Elimination of Racial Discrimination rally held on 1993 March 21.

(d) Community Based Conflict Resolution Workshops

The Committee formally approved expenditure for the balance of catering costs for the Community Based Conflict Resolution Workshops held 1993 March 31, April 1 and 2 as follows:

Room and equipment rental (to be taken from Grant Account)	$1,207.50
Catering costs (to be taken from Mayor's Race Relations Committee Account)	$1,395.50

In response to a question regarding the two day follow up seminar, Scouter Ward of the Anti-Racism Secretariat said the only costs involved on these dates would be lunches, which would be paid for by those attending and therefore there would be no further expenditure to the Mayor's Race Relations Committee.

3. Correspondence

(a) Urban Alliance on Race Relations re: Anti-Racism Response Network

The Committee was in receipt of an invitation from the Urban Alliance on Race Relations to become a member of the Anti-Racism Response Network (ARRN). Concern was expressed that a possible conflict could arise in the future as the Mayor's Race Relations Committee was a City and Council based organization. Scouter Ward gave background to the organization and said he felt this was a wonderful opportunity to network and exchange information.

Mayor Morrow offered to phone the Mayor's office in Toronto to ascertain how the Urban Alliance on Race Relations fitted with the Metro Committee.

At this point Mayor Morrow assumed the Chair.

Mayor Morrow welcomed Doris Skorpid to the meeting and introduced Mrs. Skorpid to new members of the Committee as a charter member of the Mayor's Race Relations Committee.

(b) Commission on Systemic Racism in the Ontario Criminal Justice System

The Committee was in receipt of correspondence from the Commission on Systemic Racism in the Ontario Criminal Justice System giving information about the Committee and inviting the Mayor's Race Relations Committee's input.

The Committee agreed to strike an Ad Hoc Committee to respond to the Commission on Systemic Racism in the Ontario Criminal Justice System comprising Mayor Robert Morrow, Marlene Thomas-Osbourne, Santokh Pooni, Mel Madamba.

(c) Resignation from Committee

The Committee was in receipt of a letter of resignation from Dr. Harish Jain, one of the founding members of the Mayor's Race Relations Committee.

At this point, a further letter of resignation was received from Sharon Bonham.

The Committee agreed to accept, with considerable regret, the resignations from Professor Jain and Ms. Bonham and referred the resignations to the Membership Sub-Committee for replacements. The Committee discussed some method of honouring both members and agreed as follows:

(a) That the letters of resignation be acknowledged with deep regret.

(b) That resigning members be honoured later in the year.

4. Training and Development

The Committee was in receipt of a proposed training and development schedule for Committee, Advisory Council and Resource Persons. It was also noted that members of City Council were to be invited to attend the trainings.

Sandra Wilson addressed the training schedule and said the location would be Mohawk College from 6:00 - 9:00 p.m. on May 17, 31, June 14 and 28.

Ms. Wilson explained that different speakers would speak on different topics on each of the four evenings, and added that the trainers/facilitators would include Jayne Munro, Employment Equity Officer with the Human Resources Department of the City of Hamilton; Lorainne Putnins, Manager, Employment Services/Employment Equity at Mohawk College; Wendell Roach, Manager of Management Services Certificate Program, Mohawk College and Mervyn Witter, Director of the Ontario Human Rights Commission.

The Committee agreed that it was important for members of the Committee and Advisory Council to be knowledgeable on issues pertaining to employment equity, race relations, etc. and the Committee agreed to approve the training schedule and encourage members to attend and take advantage of these free training and development opportunities.

5. Mayor's Race Relations Advisory Council Chairperson's Report

Mr. Webber reported from the Mayor's Race Relations Advisory Council meeting held Friday, 1993 April 23 and requested that minutes of the Advisory Council meetings be made available to the Committee in order to eliminate the necessity of the Advisory Council Chairperson's report.

The Committee agreed to this request.

Mr. Webber informed the Committee of the visit to the Advisory Council meeting by Mr. Eduardo Navarro who had advised the Advisory Council of a suggestion for a strategy for creating a data bank of immigrants whereby the names and qualifications would be entered. He pointed out that a large number of immigrants had qualifications in their country of origin, but that these qualifications were not recognized in Canada, and therefore he proposed that a marketing strategy be adopted in order to make the business community aware of what these people could offer. Mr. Webber said that the Advisory Council had referred Mr. Navarro to the Senior Citizens Council, the Multicultural Council and Community Information Centre and that Mr. Navarro would keep the Advisory Council informed of progress in this regard.

Mr. Webber said that the Caribbean Potpourri, together with Barbados House and the "Y" had again been given a mandate to operate the Jobs Ontario Youth Programme in the summer months and would be taking applications.

At this point the Committee retired in camera to deal with a confidential matter.

6. Sub-Committee Report

The Committee then reconvened in open session to hear Sub-Committee reports.

(a) Budget Sub-Committee

Mel Madamba said she hoped to have a full report for the next meeting, at which time the status of the accounts would be available from the Treasury Department.

A request was made for approval of expenditure for the light refreshments at the four training sessions and the Committee agreed as follows:

> That expenditure be approved in the approximate amount of $250.00 for light refreshments at the four training sessions to be held May 17, 31, June 14 and 28.

(b) Membership Sub-Committee

Mr. Pooni reported for the Membership Sub-Committee and said resignations had been received during the first year of the term of office from Cyril Levitt and Andrea Rado. He advised that the Membership Sub-Committee had, in accordance with the Terms of Reference, selected two people to replace these members from the applications on file. He advised the Committee that Doris Sanderson and Sam Cino would be the replacement members and these names would be forwarded to City Council.

Mr. Pooni said that three resignations had been received following the first year of the term of office and, in accordance with the Guidelines, these vacancies had been advertised. He said Harish Jain and Sharon Bonham had resigned from the Mayor's Race Relations Committee and Win Lipman from the Mayor's Race Relations Advisory Council. The Membership Sub-Committee would be selecting the new members and place their names before the Committee for approval.

Mr. Pooni requested that past members of the Committee and Advisory Council be added to the mailing list and referred to the previous meeting when the Committee had decided

that the Advisory Council Chairperson would create groups of five for telephone purposes. Mr. Webber, the Chairperson of the Advisory Council, stated that this was being put in place.

A suggestion was made that the Co-Chairperson of the Committee give a report at Advisory Council meetings and the Committee agreed that minutes of the Committee meetings, instead, be forwarded to the Advisory Council in order to keep the Advisory Council appraised of Committee action.

(c) Mediation Sub-Committee

At this point the Committee retired in camera to hear the Mediation Sub-Committee report.

(d) Public Awareness Sub-Committee

The Committee reconvened in open session to hear the Public Awareness Sub-Committee report. Sandra Wilson reported for the Public Awareness Sub-Committee due to the resignation of Prof. Jain and the illness at the last meeting of Monty Motomura. Ms. Wilson stated that the Sub-Committee Chairperson had still to be determined and the Membership Sub-Committee Chairperson advised that a decision would not be made until the two new Committee members were appointed.

Ms. Wilson said that the Public Awareness Sub-Committee were re-examining the parameters of their mandate and were looking into the legislative report on policing and the Race Relations Policy for Policing. She said that Marc Haas was Chairing an Ad Hoc Committee to prepare a Committee poster and brochure and that representatives from Creative Arts had attended meetings and had invited the Committee to take a booth at Earthsong. However, this would cost $1,500.00 and would necessitate a sponsor.

It was noted that the Public Awareness Sub-Committee was looking at different locales for meetings, having met at the Police Station and were considering the Art Gallery of Hamilton in order to take meetings into the community. Ms. Wilson asked if this would be a problem and was told absolutely not. Mr. Pooni also suggested that future Mayor's Race Relations Committee dinners could be held at other locales beside the Sheraton and Royal Connaught Hotels.

Mr. Small introduced a letter from Bill Powell of Creative Arts to Dofasco requesting that they co-sponsor the Mayor's Race Relations booth at Earthsong. Mr. Small asked if the Committee was in agreement with the request for co-sponsorship and the Committee agreed. However, it was noted that due to the recession, funding was hard to come by and the Committee agreed that the amount of $1,500.00 be allocated in the Grant Account for a booth at Earthsong if the Committee was unsuccessful in obtaining sponsorship.

Mr. Pooni advised the Committee that the Membership Sub-Committee would be keeping track of attendance and reviewing this every few months. In the meantime, the Committee agreed that letters be sent to Committee and Advisory Council members reminding them of the requirements for attendance at meetings and asking them to contact the Secretary if they are unable to attend.

7. <u>Other Business</u>

The Committee was in receipt of correspondence from the Legislative Division advising of a direction by the Finance and Administration Committee that any requests for the use of

City Hall facilities or the flying of flags which could be viewed by staff to be of a contentious nature and result in possible conflicts, be vetted by staff in consultation with the Mayor's Race Relations Committee and the Hamilton-Wentworth Council on Police, Race and Community Relations, before being forwarded to the Finance and Administration Committee for consideration.

The Committee received this correspondence for information.

8. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Mayor Robert M. Morrow
Chairperson
Mayor's Race Relations Committee

Marlene Thomas-Osbourne
Vice-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

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NOTICE OF MEETING

MAYOR'S RACE RELATIONS COMMITTEE

URBAN MUNICI
1993
GOVERNMENT DOCUMENTS

Monday, 1993 June 28
4:30 o'clock p.m.
Room 219, City Hall

Stella Glover

Stella Glover
Secretary

Note: Your Attendance is important, if you are unable to attend please call the Secretary at 546-3993.

AGENDA

1. Minutes of the meeting held 1993 May 31. (attached)
2. Matters Arising.
3. Youth Enterprise Summit - Lance Wilson. (attached)
4. Sub-Committee Reports.
5. Future Committee Meeting Time.
6. Other Business.
7. Adjournment.

Monday, 1993 May 31
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Marc Haas
Monty Motomura
Santokh Pooni
Geoff Small
Sandra Wilson

Also present: Doreen Johnson, Mayor's Race Relations Advisory Council
Stella Glover, Mayor's Race Relations Committee

1. Minutes of Meeting

The Committee were in receipt of minutes of meeting dated 1993 April 26 and amended Item 6 - Sub Heading (b) Membership Sub-Committee, to reflect a new member's name as Doris Henderson instead of Doris Sanderson.

The minutes of meeting dated 1993 April 26 were then adopted as amended.

2. Matters Arising

As there were no matters arising out of the minutes of 1993 April 26, the Committee proceeded to Item 3.

3. Hope in the Cities Conference

Mrs. Irmgarde Westerman attended and thanked the Committee for the welcome which they had extended to Mr. & Mrs. Hari Shukla and Mr. & Mrs. Hawthorne, Race Relations Advocates from England.

Mrs. Westerman informed the Committee of Workshops which would be held at the forthcoming Hope in the Cities Conference to be held in Richmond, Virginia, from 1993 June 16 to 20.

Mr. Foster advised the Committee of the potential of the Conference and the networking which would take place. He said this Conference would be a meeting of racially diverse people, and would include politicians and special guests from other countries.

After consideration, the Committee agreed to expend up to a maximum of $1,800. to send two (2) members to the Hope in the Cities Conference to be held in Richmond Virginia from 1993 June 16 - 20.

Names were subsequently drawn and Doreen Johnson and Sandra Wilson will represent the Mayor's Race Relations Committee at the Hope in the Cities Conference.

4. Sub-Committee Reports

(a) Membership Sub-Committee

Mr. Pooni, Chairperson of the Membership Sub-Committee, advised that the Membership Sub-Committee would be meeting on Wednesday, June 2, to fill the remaining vacancy on the Mayor's Race Relations Advisory Council. He said the Selection Committee would be meeting shortly thereafter in order to select members for the vacancies on the Mayor's Race Relations Committee.

(b) Mediation Sub-Committee

The Committee retired In-Camera to discuss the Private and Confidential Mediation Sub-Committee report.

The Committee reconvened in Open Session.

(c) Media Sub-Committee

Marc Haas gave the Media Sub-Committee report and circulated copies of the winning essay in the Police Chief for a Day Contest, which had been submitted by Tennille Foster of Barton Secondary School. The Committee requested that a letter of thanks be sent to Sgt. Stewart Jones for his hard work in organizing the Police Essay Contest.

Mr. Haas then circulated a Draft Brochure for the Mayor's Race Relations Committee and asked for input thereon. Suggestions were made including the heading of Project/Events to be changed to Past Participation in Projects/Events; that the telephone directory be produced in such a way that it could be removed from the Brochure in order for people to retain it; the telephone directory list be split into 2 sections in order that those Groups interconnected with the Mayor's Race Relations Committee be separate.

Mr. Haas said that he would like the Committee to sponsor a Poster Contest in Schools, possibly in the Fall. It was suggested that the Annual Awards Dinner would be a suitable venue for this Poster Contest to be displayed.

Sandra Wilson expressed a special thank you to Marc Haas and the members of the Media Sub-Committee for the tremendous job that they have done on the Draft Brochure.

(d) Public Awareness Sub-Committee

Monty Motomura advised the Committee that 2 meetings of the Public Awareness Sub-Committee had been held. He referred to recent problems in Toronto with the Sri Lanka and Tamil Communities and suggested that an Ad Hoc Committee could be set up in order to look for contact people from various Ethnic Communities in Hamilton, in order that they could be contacted if problems should arise in Hamilton. Mr. Pooni pointed out that the Police already had a list of contact people in every Community and the Committee is to attempt to obtain a copy.

Sandra Wilson referred to the Police Chief's Committee on which she sat and which encouraged ongoing dialogue with the Police Officers on the Street. She said the consensus of the Chief's Committee was that they were very receptive to working together and having dialogue with front-line Officers.

A suggestion was made that a Workshop be held for front-line Officers in order to commence a dialogue and the Committee agreed in principle with the direction in which the Public Awareness Sub-Committee was proceeding.

Mr. Motomura advised of problems with attendance at the Sub-Committee meeting and Sandra Wilson is to convey this information to the Advisory Council to see if more members would be interested in attending Public Awareness Sub-Committee meetings.

Mr. Motomura said the Public Awareness Sub-Committee was seeking approval to hold a Conference on a National level, however, it was suggested that the Sub-Committee come up with a structure and firm proposal for the Committee to consider.

The Committee were advised that the previous meeting of the Public Awareness Sub-Committee had been held at the Art Gallery on May 27, where Ted Pietrzak, the Director, and Wendy Woon had conducted a Tour of the Gallery and advised of Art Gallery Programmes. He said a mailing list of Ethnic Communities in Hamilton had been sent to the Art Gallery to assist them with their search for input from Ethnic Communities. Letters of thanks are to be sent to the Art Gallery thanking them for their invitation and hospitality.

Mr. Motomura then advised of the hard work which had been done by Sandra Wilson in organizing training sessions which had subsequently to be cancelled due to poor participation. It was suggested that possible training sessions in the future could be held in conjunction with Committee and/or Advisory Council meetings.

Mr. Motomura then asked for clarification, and was advised, that the two (2) vacancies on the Mayor's Race Relations Committee had to be filled before the new Chairperson of the Public Awareness Sub-Committee was appointed. He also requested clarification on whether the Co-Chairperson of the Sub-Committee must be a member of the Mayor's Race Relations Committee and was advised that it was possible for a member of the Advisory Council to fill this position.

The Committee were then advised that on Thursday and Friday, June 10 and 11, the Cancer Society will be setting up a Kangaroo Court at Limeridge Mall as a fund raiser. It was noted that Mr. Leslie Pasis, a member of the Public Awareness Sub-Committee and of the Mayor's Race Relations Advisory Council would be participating in this fund raiser.

5. <u>Ethno-Cultural Harmony Workshops</u>

The Committee were in receipt of the minutes of the Federation/Board Committee on creating an Evening Workshop dealing with Ethnic Culture Harmony dated 1993 March 30, which the Committee received for information.

6. Other Business

(a) Committee for Consciousness in Broadcasting

Marlene Thomas-Osbourne circulated copies of correspondence with regard to the Committee for Consciousness in Broadcasting and asked that this be forwarded to members of the Mayor's Race Relations Committee for their participation.

It was noted that the Mediation Sub-Committee had contacted Jorge Lasso of C.A.R.D. and would be working together in this regard.

(b) Ad Hoc Committee on Systemic Racism in the Ontario Criminal Justice System

The Committee were advised that the Ad Hoc Committee would be meeting on Thursday, June 17 at 1:30 p.m. and Mr. Marc Haas volunteered to be a member of this Ad Hoc Committee.

(c) Sponsorship at Earthsong

Geoff Small advised of discussions with Dofasco with regard to sponsorship of the Race Relations Committee at the Earthsong Festival. However, it was noted that the funds available to Dofasco to give away were shrinking due to the present economic climate, and they were therefore concentrating their efforts on Food Banks, etc.

(d) Police Chief's Committee

Sandra Wilson said the goal of the Police Chief's Committee was to receive input and be proactive. She therefore asked the Committee members to call her if they became aware of any concerns regarding policing and she would bring these forward at the Committee meeting.

(e) Cabinet Round Table on Race Relations

Marlene Thomas-Osbourne advised the Committee that she had been appointed to sit on the Cabinet Round Table on Race Relations.

7. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved,

Mayor Robert M. Morrow
Chairperson
Mayor's Race Relations Committee

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

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& Multiculturalism
Consulting Services

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Youth Seminars
Youth Advocacy &
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June 21, 1993

3.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee
City of Hamilton
City Hall
71 Main Street West
Hamilton, Ontario L8N 3T4

Dear Ms. Thomas-Osbourne:

Further to our recent conversation, I am pleased to formally submit the attached proposal in respect of a Youth Enterprise Summit.

As you will see from the proposal, the Summit is a first phase response to the issues which are important to youth in the area of Hamilton. I am pleased to confirm that the model which I have developed has being implemented in two separate areas of Metropolitan Toronto with a great deal of interest expressed at an international level by an education foundation in the United Kingdom.

A unique feature of the work of this company is having youth employed as junior associate consultants on youth projects.

I look forward to discussing the content of this proposal with your committee at its meeting on Monday, 28 June, 1993 and I will be pleased to deal with any questions or issues which may emerge from my presentation. Please also be advised that my assistant, Mia Tsuji, will be accompanying me.

Sincerely,

Lance Wilson

35 Leeswood Crescent, Agincourt, Ontario M1S 2P4
Tel:(416) 321-2614 Fax:(416) 321-9003

PROPOSAL

CITY OF HAMILTON RACE RELATIONS COMMITTEE

YOUTH ENTERPRISE SUMMIT

SUMMARY:

This proposal seeks to conduct a first phase response to the issues which are important to youth, in particular racial minority youth living in an urban community environment. The Summit is planned to take place for the weekend of October 22, 23 and 24th 1993. The Venue proposed, is a Hamilton Board of Education residential facility located outside of City of Hamilton boundaries. There will be 45 young people aged 14-24 years and a maximum of 23 adults, who are representatives of youth serving and multicultural agencies in the City of Hamilton, Ontario.

PURPOSE:

This proposal recognises that there has been little or no concentrated effort, in a coordinated form to allow the youth in the City of Hamilton to assist in the identification of issues that impact on their lives and their community. Consequently, solutions that are put into place to address youth concerns are in need of re-evaluation. This proposal seeks to address the problems and concerns expressed by youth through an interactive and dynamic approach. In this context, the Youth Enterprise Summit will serve the dual purpose of assisting youth in the City of Hamilton to identify problems and concerns while at the same time, providing City of Hamilton staff with sufficient information for program development. The Youth Enterprise Summit will therefore seek to utilize a comprehensive model which will design, develop, implement and evaluate programs for youth across the City of Hamilton. It is further viewed that this approach will enable the development of a core **"Leadership Group"** of young people who will broadly represent the diversity of race, age, gender, culture and socioeconomic groups within the community.

BACKGROUND:

The Youth Enterprise Summit has been developed as a model that can be transported across other municipalities and community agencies in Canada, the United States and the United Kingdom. It is also envisioned that this model can well be exported to other countries around the world which are in the early stages of developing strategies in response to the needs of racial minority young people in Urban communities.

This model was first developed by Mr. Lance Wilson, the former Director of Race Relations and Chair of the Youth Operational Strategy Committee of the Metropolitan Toronto Housing Authority. More recently, in April 1993, both Mr. Wilson and Ms. Mia Tsuji of Race Relations and Multi-Cultural Services (RRMCS) were contracted through a tri-partite initiative of Government and community in the City of York, and successfully implemented this model of youth advocacy and empowerment.

SUMMIT OBJECTIVES

The Youth Summit will be designed and used to further identify, design and implement relevant and practical youth programs and initiatives. The mandate will be achieved as follows:

1. Establishing a Youth Leadership Group that will be responsible for the development and overall implementation of a model strategy for youth.

2. Assist the youth (Youth Leadership Group) in developing and implementing a process for consultation among other youth across the City of Hamilton, and developing a process for the establishment of a comprehensive Youth Enterprise Project.

3. Organizing a Youth Enterprise Summit in order to involve the youth themselves in the process. This Summit will be facilitated by professional facilitators.

4. Developing a model that will be used to monitor and report actual results achieved both in individual schools/educational institutions and in the City of Hamilton communities in general.

METHOD:

The Youth Enterprise Summit will obtain a clear and comprehensive understanding of the nature and scope of the issues facing youth, especially racial minority youth, in the City of Hamilton and to come up with a method that will:

- identify specific needs confronting youth in the City of Hamilton.
- clarify and highlight specific recommendations from youth, and
- outline resources that are required to meet identified needs

This medium will allow youth to raise issues which are important for them, and identify problems in their community in a situation of mutual respect while at the same time give Educators, Community Service managers and staff the opportunity to interact with the youth. We anticipate that there will be general, and specific discussions on issues such as racism, youth enterprise/entrepreneurship, violence, policing, drug abuse and gangs.

Summit Management and Facilitation

The Summit will be coordinated, facilitated and managed by a Program Leader and Assistant who will be assisted by experienced external facilitators who have a background in the field of youth advocacy and the provision of youth services. The facilitation process is critical to the success of the Youth Enterprise Summit. One very important objective of the process is to establish an energetic interaction between youth and adult professionals.

Information collected from the Summit will be analyzed and documented by a resource person and presented to a forum of representatives of participating agencies, groups, and organizations. This forum will also involve representatives from the youth population. All information will be treated with sensitivity and confidentiality.

This initiative will be targeted towards hard-to-reach, under-served racial minority youth. Within the age group of 14 to 24 years. This model is designed to ensure that through a self selection process, youth selected will reflect a race/cultural/ethnic diversity, socioeconomic background, gender and age balance.

Youth Leadership Group

The formation of the Youth Leadership Group is a critical feature of the Summit objective. It is intended to respond to the need for a youth driven organization which will essentially be a pivotal source for youth consultation. The Youth Leadership Group will be formed from representative youth participants of the Summit who will be supported by practitioners from the Board of Education, Community Service Agencies and Citizen representation. For the success of this group it will be at "arms length" from any existing agency serving youth.

It is of primary importance to ensure that this group will be able to develop with support but will be guaranteed their autonomy to function and advocate on behalf of their youth constituency who they represent. The formation the group and the selection/appointment of personnel will be the responsibility of the group with the guidance and support of Youth practitioners/ consultants who are active in the field of the provision of youth services and programs.

ANTICIPATED OUTCOMES:

In addition to the establishment of the Youth Leadership Group, the Summit will result in a document which:

- outlines the concerns and issues identified and explored during the Summit.
- proposes both long term and short term solutions
- outlines a procedure that can be used to incorporate individual youth/community concerns into the everyday operation of service providers in the City of Hamilton.
- make concrete recommendations for both long and short term programming in the areas of Education, Training, Health Promotion, Employment and Entrepreneurial Initiatives and Recreational Programming.

Prepared by: Lance Wilson **June 1993**
Race Relations and Multiculturalism
Consulting Services

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Mayor's Race Relations Committee

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NOTICE OF MEETING

Mayor's Race Relations Committee
Monday, 1993 September 27
4:30 o'clock p.m.
Room 219, City Hall

Stella Glover
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Minutes of Meetings held: (a) 1993 May 31
   (b) 1993 June 28
2. Matters Arising.
3. Harmony Non-Profit Housing Group - **Rev. Matthew Barsoum**
4. Hamilton-Wentworth Regional Police Employment Equity - **Sgt. Brian Mullen** (previously distributed)
5. Future Committee Meeting Time and Name - **Marlene Thomas-Osbourne**
6. Racial Disturbance in Schools (tabled from previous meeting)
7. Co-Chairperson's Report.
8. Sub-Committee Report.
9. Striking of Ad-Hoc Awards Night Committee.
10. Other Business.
11. Adjournment.

1.(a)

Monday, 1993 May 31
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Marc Haas
Monty Motomura
Santokh Pooni
Geoff Small
Sandra Wilson

Also present: Doreen Johnson, Mayor's Race Relations Advisory Council
Stella Glover, Mayor's Race Relations Committee

1. **Minutes of Meeting**

The Committee were in receipt of minutes of meeting dated 1993 April 26 and amended Item 6 - Sub Heading (b) Membership Sub-Committee, to reflect a new member's name as Doris Henderson instead of Doris Sanderson.

The minutes of meeting dated 1993 April 26 were then adopted as amended.

2. **Matters Arising**

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3. **Hope in the Cities Conference**

Mrs. Irmgarde Westerman attended and thanked the Committee for the welcome which they had extended to Mr. & Mrs. Hari Shukla and Mr. & Mrs. Hawthorne, Race Relations Advocates from England.

Mrs. Westerman informed the Committee of Workshops which would be held at the forthcoming Hope in the Cities Conference to be held in Richmond, Virginia, from 1993 June 16 to 20.

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The Committee reconvened in Open Session.

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(e) Cabinet Round Table on Race Relations

Marlene Thomas-Osbourne advised the Committee that she had been appointed to sit on the Cabinet Round Table on Race Relations.

7. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved,

Mayor Robert M. Morrow
Chairperson
Mayor's Race Relations Committee

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

Monday 1993 June 28
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

1 (b)

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Marc Haas
Michael Webber
Monty Motomura

Also present: Sandra Wilson, Vice-Chairperson, Mayor's Race Relations Advisory Council
Irene Sushko, Hamilton Board of Education
Bob Peet, Hamilton Wentworth Roman Catholic Separate School Board
Lance Wilson) Race Relations and Multi-Culturalism Consulting
Mia Tsuji) Services
Rev. Matthew Barsoum, Harmony Non-Profit Housing Corporation
Staff Sergeant Brian Mullen, Hamilton Wentworth Regional Police

1. Minutes of Meeting

The minutes of meeting held 1993 were agreed upon, however they were unable to be adopted due to the lack of a quorum and were therefore tabled until the next meeting.

2. Hamilton Wentworth Regional Police Employment Equity.

Sergeant Brian Mullen of the Hamilton Wentworth Regional Police attended and advised the Committee of the status of the Hamilton Wentworth Regional Police Employment Equity Plan. He circulated the plan report and advised that the department would be most receptive throughout the summer to any input on the plan, and suggestions

Sergeant Mullen said the department had recently completed a hiring process that had gone very well. Six candidates have been selected but, unfortunately, because of current Social Contact talks everything had been put on hold. He said the composition of the six candidates was three females, one racial minority male, and two white males.

Sergeant Mullen said they were currently actively involved in the promotion process for the rank of Sergeant.

Marc Haas introduced a newspaper article and asked if any time tables for hiring had been set. Sergeant Mullen advised that policies had been set which would go ahead in spite of budgetal concerns.

The Chairperson requested additional copies of the Employment Equity Plan be circulated to the members of the Mayor's Race Relations Committee and said the Committee would probably have a submission in the future.

3. Hill Park Secondary School-Race Relations Committee.

The Chairperson introduced students from Hill Park Secondary School, Cheryl Stewart and Marie Wei, who were in the process of establishing a Race Relations Committee for their school. The Chairperson advised that the Committee was impressed with the students and their intention and would help personally where possible.

4. Youth Enterprise Summit

Mr. Lance Wilson and Ms Mia Tsuji of Race Relations and Multi-Culturalism Consulting Services were introduced and addressed the Committee on a proposed Youth Enterprise Summit. Miss. Irene Sushko of the Hamilton Board of Education and Mr. Bob Peet of the Hamilton Wentworth Roman Catholic Separate School Board were introduced and invited to participate in the discussion on this item.

Mr. Wilson addressed his proposal and submitted reports from Summits which had been held in other areas including the Metro Housing Project and the City of York Project. He said the purpose of the Summit was to bring young people together with adults to talk. He circulated copies of a newspaper entitled Youth Ops News which was wholly written and produced by youth.

Irene Sushko said she felt this was a tremendous program and asked about the funding and location. She advised that the Board of Education had applied for funding from the ministry for a program called Changing Your Future which was largely aimed at students at risk of dropping out. She said the Board had also completed a survey of what was happening in schools with regard to Policy Implementation and had identified areas which required work.

In response to a question from Miss. Sushko regarding a report showing progression and accomplishments, Mr. Wilson said that the young people wished to see something readable and this was presently being worked on. He also reported and referred to the two reports which had previously been circulated.

Mr. Webber asked what happened following the retreat and Mr. Wilson stated that this would depend upon how the Committee would like to take information and proceed with it, He said the budget would be at the discretion of the Committee. However, he cited examples such as transportation being in appropriate vehicles rather than in school buses.

Mr. Wilson said that no venue had been identified at the present time although most school boards had a facility, and this would keep costs down. He said the ages of the target group would be between fourteen and twenty-four, and between thirty five and forty five people would be a manageable group. Adults would be on a ratio of one adult to two young people and there would be a diversity in terms of age, gender and race of the young people involved. Geoff Small asked the estimated cost per student and was advised none.

The Chairperson thanked Mr. Wilson and Miss. Tsuji for attending and making their presentation. She said she felt this was a wonderful project and the decision would be left up to the Mayor's Race Relations Committee as to were it was taken from there. She advised Mr. Wilson that he would be contacted one way or the other when the Committee had made a decision.

5. Sub-Committee Reports

(a) Public Awareness Sub-Committee Report.

Monty Motomura reported for the Public Awareness Sub-Committee and advised that the Sub-Committee had not met since the previous report. He advised that Merv Jobity had attended a meeting with members of the Hamilton Wentworth Police Department and discussed matters of mutual interest, and had received an offer from the police to assist in conducting a information meeting to be held in the future. Mr. Motomura said the Committee had rented a booth at Earthsong and Mary Mackenzie was still looking for volunteers for various time slots to man the booth and act as interpreters.

In the future, Mr. Motomura said it was hoped to have a preset agenda for combining Public Awareness meetings and trainings. He said the Committee would be visiting a Jewish Synagogue and also Santokh Pooni would assist in an introduction and understanding of the Sikh community. He said these meetings and information sharing sessions would be open not only to Public Awareness Committee members but also to any other member who was interested in attending.

Mr. Motomura asked about the Annual Awards Evening and if an ad hoc Committee would be struck to organize this. The Chairperson advised that this would be the case.

6. Future Committee Meeting Time

The Chairperson advise that due to difficulties of some members attending meetings, a suggestion had been made that future Committee Meetings be held during lunch hours. However, due to the lack of a quorum this item was tabled until the September meeting.

7. Other Business

(a) Racial Disturbance In Schools

The Committee was in receipt of a recommendation from the Mayor's Race Relations Advisory Council dated 1993 June 28 with regarding to Racial Disturbance In Schools. However, due to the lack of a quorum the Committee tabled this matter until the September meeting. In the meantime the Committee requested that the Mayor be asked to write letters/ make telephone calls with regard to recommendations a) i and ii, and b).

(b) Heal The City's Conference

Sandra Wilson formally thanked the Committee for sending her to the Heal The City's Conference in Richmond, Virginia which she said had been a moving experience and had provided reason for hope. She said she will be submitting her report to the Committee in the near future in this regard.

(c) Harmony Non-Profit Housing Project

The Chairperson introduced Mr. Matthew Barsoum the President of the Harmony Non-Profit Housing Corporation of Western Ontario. Mr. Barsoum will be placed on the September agenda to make a presentation with regard to the Harmony Project to the Mayor's Race Relations Committee.

8. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

HARMONY NON-PROFIT HOUSING CORPORATION OF WESTERN ONTARIO

3.

P R O F I L E

OBJECTIVES : Harmony Non-Profit Housing Corporation of Western Ontario is a non-profit housing Corporation established as of 1990 and sponsored by the Christian Multicultural Communications.

Main objective is address the region and community overall need of affordable accommodation.
A service for which need is established, primarly targetting social assistance receipients, low income families, poverty group, single parents, disabled individuals and visible minorities.

Despite various non-profit housing corporations the need for affordable housing persists as evident from lenghty waiting lists and current full occupancy achieved.

The uniqueness attributed to Harmonys' approach is reaching out a sector in the community that may have received low or no attention, while need is greatly established.
Above is evident in the present Harmony Place which composes 11 different nationlities

ACCOMPLISHMENT : Harmony Place at D'Aubigny Road in Brantford. Project is 77 townhouses with three bedrooms. Each unit area 121 square meters.
Tenants mix:

Deep Core	48	
Geard-To-Income	22	
Market Rental	06	
Units occupied		76
Occupancy percentage		100%

Multi-cultural mix : 45 New comers

P.O. Box 791, Brantford, Ontario N3T 5R7 Phone (519) 758-1442

SOCIAL ASPECTS :

* Active Neighbourhood Associaton.
* Children play ground area.
* Common area for seminars & activities.
* Number of the board members are tenants.
* Darts team in progress.
* Neighbourhood watch groups.
* Block parents community.
* Various active church groups.

OTHERS :

* Inter-active with Brant & Brantford Housing Authority.
* Multi-cultural approach and cooperation with Brantford Ethnoculturefest.
* Environmental awarness by active participation in recylcing and similar programs.
* Acceptance by surrounding community
* Active members of the local Chamber of Commerce.

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1993

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY

yor's Race Rel

NOTICE OF MEETING

Mayor's Race Relations Committee
Monday, 1993 October 25
4:30 o'clock p.m.
Room 219, City Hall

URBAN M
OCT 1993
GOVERNMENT DOCUMENTS

Stella Glover
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

AGENDA

1. Minutes of Meetings held 1993 September 27.
2. Matters Arising.
3. Equitable Representation on City Committees, Boards, Commissions
   (a) Meetings Outside City Hall.
   (b) Equitable Representation Survey.
4. Co-Chairperson's Report.
5. Sub-Committee Reports.
6. Racial Disturbance in Schools.
7. Conflict Resolution Centre - Hamilton.
8. Showboat.
9. Other Business.
10. Adjournment.

Monday, 1993 September 27
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Marc Haas
Mike Webber
Santokh Pooni
Geoff Small
William Shaffir
Monty Motomura

Also present: Sgt. Brian Mullen, Hamilton-Wentworth Regional Police
Rev. Matthew Barsoum, Harmony Non-Profit Housing Group
Sandra Wilson, Vice Chairperson, Mayor's Race Relations Advisory Council
Stella Glover, Mayor's Race Relations Committee Secretary

1. Minutes of Meeting

(a) 1993 May 31

The minutes of meeting held 1993 May 31 were adopted as presented.

(b) 1993 June 28

The minutes of meeting held 1993 June 28 were adopted as presented.

2. Matters Arising

(a) Racial Disturbance

The Committee requested the status of the recommendation regarding racial disturbance and was advised that Mayor Morrow had submitted a report to Council which had subsequently been approved on August 31, 1993 in this regard.

The Committee agreed to table Item 3 until such time as Rev. Matthew Barsoum could be in attendance.

4. Hamilton-Wentworth Regional Police Employment Equity

Sgt. Brian Mullen attended and advised of a submission which the Hamilton-Wentworth Regional Police were making to the Attorney General's office and into which he was looking to the Mayor's Race Relations Committee for input. He said the focus was on the implementation of policies and circulated information to the Committee on barrier elimination goals.

Sgt. Mullen said particular attention was being paid to promotions and in assisting education and training relating to particular jobs. He said the training would be done with cultural and community groups to increase sensitivity and awareness of racism.

Sgt. Mullen then cited difficulties in obtaining applications from aboriginal and racial minority women and asked for suggestions in this regard.

Santokh Pooni suggested that the civilian aspect of the Police Force be emphasized because it was unusual in certain cultures for women to be in the police force,

A suggestion was made that clarification be provided with regard to the policy to assist employees in addressing family issues, etc. and that it be noted that the families were in fact the employee's "own" family. A further suggestion was made that greater emphasis should be placed on areas of sexism.

Persons with disabilities were discussed and Sgt. Mullen noted that an invisible disability included any person with a permanent, physical or other mental condition which limited the person's ability.

William Shaffir pointed out that it was a fact of life that certain groups do not consider certain occupations appropriate and therefore the workforce would never accurately reflect the population. Outreach programmes were discussed to encourage people to apply.

It was noted that the definition of disabled had been changed with the Hamilton-Wentworth Regional Police to reflect permanent or temporary in order to accommodate pregnant officers.

Sgt. Mullen was asked what was happening with regard to hiring due to the social contract and advised that six individuals had been hired and would be attending the police training course in January. He said other employees were retiring and positions were being reviewed to see if they were redundant or if they could be carried out by a civilian. There would be opportunities to hire in the future but not all positions would be replaced.

The Co-Chairperson suggested that different community groups be sent information on police hiring and Sgt. Mullen said he would send bulletins directly to associations. It was also suggested that speakers attend different groups and Sgt. Mullen said he would be most happy to do this.

The Co-Chairperson then thanked Sgt. Mullen for his time and presentation and at this point he left the meeting.

3. Harmony Non-Profit Housing Group

Rev. Matthew Barsoum attended the meeting on behalf of the Harmony Non-Profit Housing Group whose head office was now in Hamilton.

He cited difficulties in finding affordable housing for newcomers to the country and advised of his background in working with street youths, and the creation of the Harmony Non-Profit Housing Project in Brantford.

Rev. Barsoum advised that half of the Board members resided in Hamilton, which resulted in the possibility of starting a similar project in Hamilton. They presently had an offer on a site at Rifle Range Road and a proposal had been submitted August 13 to the Minister of Housing. He said the Group had the support of 13 agencies in Hamilton and of M.P.P. Dr. Richard Allen. They were hoping to work closely with the Mayor's Race Relations Committee as the objectives of the two groups were the same. Rev. Barsoum asked the Committee to advise the Group in the future on objectives and programmes. He said the Group wished the Committee to know of their programme and what they were trying to accomplish.

The Committee was advised that the project would consist of 90 units, consisting of a combination of apartment building and townhouses, and it was hoped to receive approval by November.

It was noted that visible minorities were cited as a separate group in the Project literature. Concern was expressed that, while they should be given equal opportunity, they should not be given priority as this created a backlash, and that division did not create harmony.

Rev. Barsoum advised that the head office was now located at James Street Baptist Church and the Committee requested an updated list of the Board of Directors including the Hamilton members, be provided to the Secretary.

The Co-Chairperson thanked Rev. Barsoum for the information he had provided to the Committee and at this point he left the meeting.

5. Future Committee Meeting Time and Name

The Committee agreed to deal with each of these items separately.

(a) Committee Meeting Time

The Co-Chairperson asked for an appropriate time which would suit everyone and suggested that instead of evening meetings, meetings of the Committee be held during lunch hours with shorter agendas. After consideration the Committee voted to keep the existing time for Committee meetings.

(b) Committee Name

The Co-Chairperson advised the Committee of concern she had with the title "Race Relations" and recommended that the name be changed to either "Mayor's Anti-Racism Committee" in order to follow the Ontario Anti-Racism policy or, alternatively, "The Mayor's Anti-Racism/Race Relations Committee". Michael Webber suggested "The Committee for the Propagation of Harmonious Race Relations" and a further suggestion was made that the Committee be called "The Mayor's Anti-Discrimination Committee". After discussion the Committee agreed that the Co-Chairperson will discuss the matter of the Committee name with the Mayor and seek his opinion in this regard. The matter was tabled until the next meeting for further consideration by the Committee.

6. Racial Disturbances in Schools

Mike Webber reported on a meeting between Santokh Pooni, Nirmal Takhar, Mike Webber, Ken Stone and the Wentworth County Board of Education, and advised of actions taken by the Wentworth County Board of Education.

It was noted that the Wentworth County Board of Education is outside the jurisdiction of the Mayor's Race Relations Committee.

As the Committee was about to lose its quorum it agreed to table further discussion on the racial disturbance in schools until the next meeting.

At this point the Committee lost its quorum.

8. Sub-Committee Reports

(a) Membership

The Committee was advised of two citizens whom the Race Relations Selection Committee had put forward for approval. The Committee endorsed the appointment of Mr. T. Harry Kandilas and Ms. Jacqueline R.M. Crerar as members of the Mayor's Race Relations Committee and these names are to be forwarded to City Council.

7. Co-Chairperson's Report

The Co-Chairperson advised the Committee of a recent submission which she and a few members of the Committee/Advisory Council had made to the Standing Committee on the Administration of Justice on 1993 August 24 at Queen's Park.

10. Other Business

(a) Showboat

The Committee was in receipt of a request from the Mayor's Race Relations Advisory Council to consider the response of the Committee if a proposal was made in the future to stage Showboat at Hamilton Place. However, due to the lack of a quorum, this item was tabled until the next meeting.

(b) Yom Kippur

The Committee noted that the last Advisory Council meeting had been held on Yom Kippur and agreed that, in future, meetings not be called on religious holidays.

9. Striking of Ad Hoc Awards Night Committee

The Co-Chairperson asked anyone who was interested in sitting on the Ad Hoc Awards Night Committee to contact the Secretary. The Committee agreed that Sandra Wilson will be the Chairperson of this Committee and Geoff Small, Monty Motomura and Leslie Pasis volunteered to sit on the Committee.

11. Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

Dominic Agostino

3(a)

Alderman — Ward 5
Regional Councillor

City Hall, 71 Main Street West
Hamilton, Ontario L8N 3T4
Tel. 546-2730 • Res. 574-0179
Fax 546-2095

1993 September 28

Dear Committee Secretary:

As you are aware, City Council at its meeting held 1992 September 29 approved a new policy for appointing members to City Committees, Local Boards and Commissions.

I wish to bring to your attention, Section 26 (g) of the Eighteenth Report for 1992 of the Finance and Administration Committee which was adopted by Hamilton City Council on 1992 September 29 as follows:

> (g) That all Committees/Boards/Commissions be encouraged to hold some meetings in various facilities outside of City Hall and invite persons of those neighbourhoods to attend.

I am pleased to report that the Hamilton Status of Women Sub-Committee is holding most of its meetings in women's organizations in our community and are advertising the meeting dates, free of charge, in the Women's Calendar of the Hamilton Spectator. The Public Awareness Sub-Committee of the Mayor's Race Relations Committee have also taken advantage of this recommendation and have held a few of its meeting in locations throughout the community.

As Chairperson of the Advisory Committee on Equitable Representation on Committees, Boards and Commissions, I would encourage your Committee, Local Board or Commission to hold at least one of its meetings outside of City Hall in an effort to broaden the understanding of the functions of Committees, Local Boards and Commissions and to encourage all residents of the City of Hamilton to participate in public affairs.

I trust that every consideration will be given to this request.

Yours truly,

Dominic

Alderman Dominic Agostino, Chairperson
Advisory Committee on Equitable Representation
on Committees/Boards/Commissions

3(b)

OFFICE OF THE CITY CLERK

MEMORANDUM

TO:	All Committee Secretaries	YOUR FILE:	
FROM:	J. J. Schatz City Clerk City Clerk's Department	OUR FILE: PHONE:	546-2727
SUBJECT:	Equitable Representation Survey of City Committees, Boards and Commissions	DATE:	1993 October 4

Please find attached, a copy of the Equitable Representation Survey of City of Hamilton Committee, Boards and Commissions as adopted by City Council on 1993 September 28.

The purpose of the Survey is to determine the representation of women, persons with disabilities, native persons, and racial and ethnic minorities on City of Hamilton Committees, Boards and Commissions and compare this composition to the previous Survey and external community data for the Census Metropolitan Area of Hamilton-Wentworth.

The Equitable Representation Survey meets the standards of the Ontario Human Rights Commission and is similar to those used by organization to comply with Federal Employment Equity requirements.

As you will recall, the City conducted this Survey in 1992 October, however, with a return rate of only 43%, the results cannot be applied to the population of Committees, Boards and Commissions as a whole.

City Council is requesting your assistance in once again distributing this Survey to all **citizen** members of your Committee, Board or Commission that have been appointed by City Council. Instead of mailing the Survey out to all members as was done in 1992, the Advisory Committee on Equitable Representation on Committees, Boards and Commissions has recommended that Committee Secretaries place this item on their next Committee, Board or Commission agenda, advise the members of the purpose of the Survey, and distribute copies to all members which can be collected after the meeting. For members not in attendance at the Committee, Board or Commission meeting when the Survey is distributed, please mail them a copy and ask them to return the same to your attention. After all Surveys have been collected, please place them in the envelope attached and return the same to the Human Resources Centre no later than **Friday, 1993 November 26.**

Participation is this Survey is strictly **voluntary** and information obtained from this Survey will be kept **confidential** and used for statistical purposes only.

Your co-operation in this regard is most appreciated.

attached

TRACKING FORM

Information requested on this form is gathered under Section 14 of the Ontario Human Rights Code.

Do you wish to complete this form?

Yes: _____ (please continue)

No: _____

PLEASE COMPLETE EACH SECTION:

1. Are you: **Female** _____

   Male _____

2. Are you a Native person (North American Indian, Status or Non-Status, Metis, Inuit)?

   Yes: _____

   No: _____

3. Please identify yourself as one of the following: (This refers to Race/Colour)

Black _____
(African, American Canadian)

East Asian _____
(Korean, Japanese, Chinese)

South Asian _____
(Indian, Pakistani)

South East Asian _____
(Cambodian, Filipino, Vietnamese)

West Asian _____
(Arab, Armenian, Egyptian, etc.)

Central/South American _____

Caribbean _____
(Cuban, Jamaican, Trinidadian, Haitian)

White _____ **Other** _____

4. Disability

   For the purposes of employment equity, disability is defined as a long term physical, emotional/psychiatric or learning disability that may place a person at a disadvantage or that may interfere with work or personal activities.

   Given this definition, do you consider yourself disabled?

   No _____

   Yes _____

Information requested on this form is gathered under Section 14 of the Ontario Human Rights Code and has been approved by the Ontario Human Rights Commission, September 1991.

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1993

Mayor's Race Relations Committee

NOTICE OF MEETING

URBAN M
NOV - 1993
GOVERNMENT DOCUMENTS

Mayor's Race Relations Committee
Monday, 1993 November 22
4:30 o'clock p.m.
Room 219, City Hall

Stella Glover

Stella Glover,
Secretary

NOTE: Your attendance is important. If you are unable to attend, please call the Secretary at 546-3993.

DELEGATION:

A. Duncan Gillespie, Director, John Howard Society

AGENDA

1. Minutes of Meeting:

   (a) 1993 September 27
   (b) 1993 October 25

2. Matters Arising

3. Hill Park Community Awareness Committee - Sandra Wilson

4. Co-Chairperson's Report
5. Sub-Committee Reports
6. Other Business
7. Adjournment

Monday, 1993 September 27
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Committee met.

There were present: Marlene Thomas-Osbourne, Co-Chairperson
Alderman Mary Kiss
Marc Haas
Mike Webber
Santokh Pooni
Geoff Small
William Shaffir
Monty Motomura

Also present: Sgt. Brian Mullen, Hamilton-Wentworth Regional Police
Rev. Matthew Barsoum, Harmony Non-Profit Housing Group
Sandra Wilson, Vice Chairperson, Mayor's Race Relations Advisory Council
Stella Glover, Mayor's Race Relations Committee Secretary

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It was noted that the definition of disabled had been changed with the Hamilton-Wentworth Regional Police to reflect permanent or temporary in order to accommodate pregnant officers.

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The Co-Chairperson then thanked Sgt. Mullen for his time and presentation and at this point he left the meeting.

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Rev. Matthew Barsoum attended the meeting on behalf of the Harmony Non-Profit Housing Group whose head office was now in Hamilton.

He cited difficulties in finding affordable housing for newcomers to the country and advised of his background in working with street youths, and the creation of the Harmony Non-Profit Housing Project in Brantford.

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The Committee was advised that the project would consist of 90 units, consisting of a combination of apartment building and townhouses, and it was hoped to receive approval by November.

It was noted that visible minorities were cited as a separate group in the Project literature. Concern was expressed that, while they should be given equal opportunity, they should not be given priority as this created a backlash, and that division did not create harmony.

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(a) Committee Meeting Time

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It was noted that the Wentworth County Board of Education is outside the jurisdiction of the Mayor's Race Relations Committee.

As the Committee was about to lose its quorum it agreed to table further discussion on the racial disturbance in schools until the next meeting.

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8. Sub-Committee Reports

(a) Membership

The Committee was advised of two citizens whom the Race Relations Selection Committee had put forward for approval. The Committee endorsed the appointment of Mr. T. Harry Kandilas and Ms. Jacqueline R.M. Crerar as members of the Mayor's Race Relations Committee and these names are to be forwarded to City Council.

7. Co-Chairperson's Report

The Co-Chairperson advised the Committee of a recent submission which she and a few members of the Committee/Advisory Council had made to the Standing Committee on the Administration of Justice on 1993 August 24 at Queen's Park.

10. Other Business

(a) Showboat

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(b) Yom Kippur

The Committee noted that the last Advisory Council meeting had been held on Yom Kippur and agreed that, in future, meetings not be called on religious holidays.

9. Striking of Ad Hoc Awards Night Committee

The Co-Chairperson asked anyone who was interested in sitting on the Ad Hoc Awards Night Committee to contact the Secretary. The Committee agreed that Sandra Wilson will be the Chairperson of this Committee and Geoff Small, Monty Motomura and Leslie Pasis volunteered to sit on the Committee.

11. Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

Monday, 1993 October 25
4:30 o'clock p.m.
Room 219, City

The Mayor's Race Relations Committee met.

There were present: Mayor Robert M. Morrow, Chairperson
Marlene Thomas-Osbourne, Co-Chairperson
Mike Webber
William Shaffir
Monty Motomura

Also present: Sandra Wilson, Vice-Chairperson, Mayor's Race Relations Advisory Council
Jackie Crerar
Stella Glover, Mayor's Race Relations Committee Secretary

Regrets: Alderman Mary Kiss - City Business
Geoff Small

1. Welcome to New Member

Marlene Thomas-Osbourne took the Chair and welcomed Jackie Crerar, a new member of the Committee to the meeting. It was noted that Ms. Crerar's name, together with that of Mr. Harry Kandilas, would be placed before City Council on the following evening for ratification. The Committee introduced themselves and Ms. Crerar advised the Committee of her background.

2. Quorum

The Committee was unable to adopt the minutes of the previous meeting due to the lack of a quorum and proceeded to Item 3 on the agenda.

3. Equitable Representation on City Committees/Boards/Commissions

(a) Meetings Outside City Hall

The Committee was in receipt of a letter from Alderman Agostino encouraging Committees to hold meetings at venues outside City Hall and noted that this was already the practice of the Public Awareness Sub-Committee.

(b) Equitable Representation Survey

The copies of the equitable representation survey were distributed and completed. A suggestion was made that it may prove useful if a category for languages spoken was included in the tracking form and the Secretary is to contact the Human Resources Department in this regard.

4. Co-Chairperson's Report

Marlene Thomas-Osbourne reported to the Committee that she had recently attended a meeting of the John Howard Society to advise them of the work of the Mayor's Race Relations Committee. She said they had asked how they could work with the Committee

on matters like anti-racism, etc. and were interested in having a representative of the Mayor's Race Relations Committee sit on their Board of Directors. Mrs. Thomas-Osbourne asked the Committee if anyone was interested in this position and also advised that Mr. Duncan Gillespie would attend the November meeting of the Mayor's Race Relations Committee in this regard.

The Co-Chairperson then advised the Committee of a presentation made by herself and members of the Committee to the Criminal Justice Commission, and of a talk which she had given to Hill Park Secondary School. She advised of concerns which had been addressed to the Committee with regard to a display of dolls at the Art Gallery. However, she said that after explanatory cards had been added to the display the collection was felt to be appropriate.

The Committee was advised that the Co-Chairperson had appeared on the Roy Green Talk Show recently as an individual and not as a representative of the Mayor's Race Relations Committee.

5. Sub-Committee Reports

(a) Committees and Commissions Sub-Committee

It was noted that Mr. William Shaffir was a new member of the Committee on Equitable Representation on City Committees and Commissions.

(b) Public Awareness Sub-Committee

Monty Motomura gave a report for the Public Awareness Sub-Committee and advised of meetings which had taken place at the Art Gallery and Library, and more recently at the National Association of Japanese Canadians. He spoke of the problems experienced by the National Association of Japanese Canadians in obtaining funding for the promised foundation and of the struggle for redress.

Mr. Motomura advised that the next meeting would be held at the Temple Anshe Sholom and that the Public Awareness Sub-Committee hoped to visit a Sikh Temple and the Black Youth Achievement Centre in the new year. Mr. Motomura said that valuable networking had been achieved through these outside meetings and a better understanding of other cultures.

(c) Budget Sub-Committee

It was noted that the 1994 Budget proposal could not be dealt with due to the absence of the Budget Chairperson.

6. Racial Disturbance in Schools

This item was tabled until the next meeting due to the lack of a quorum.

7. Conflict Resolution Centre - Hamilton

Marlene Thomas-Osbourne advised of meetings which had been held between Scouter Ward of the Anti-Racism Secretariat, the Mayor and herself, and said that it was now a matter of

working with different groups in the community to put a group together to form the Conflict Resolution Centre. She said the Mayor's Race Relations Committee will play a large part in this having participated in conflict resolution trainings and that discussions would continue in this regard upon Mr. Scouter Ward's return to the country.

8. Showboat

Discussion ensued on the request from the Advisory Council for the Committee to consider its position should a future proposal be made for the staging of Showboat in Hamilton.

The Committee noted that CBS would be hosting a production of Behind the Scenes at Showboat at 10:00 p.m. the following evening and further discussion in this matter was tabled due to the lack of a quorum.

9. Other Business

(a) Mundialization Committee Citizenship Awards

The Committee was advised of the forthcoming World Citizenship Awards which were being hosted by the Mundialization Committee at City Hall on Wednesday, 1993 November 10 at 7:00 p.m. Members were invited to attend and submit nominations for the Citizenship Awards.

(b) Awards Evening Ad Hoc Committee

The Co-Chairperson advised of the forthcoming Awards Evening to be held on Friday, December 10 at 7:00 p.m. in the ballroom at the Royal Connaught Hotel. She said tickets would be $15.00 (including tax). Mr. Leslie Pasis will Co-Chair the Awards Evening Ad Hoc Committee, and advertising would be done through the Spectator and ethnic newspapers. The Committee was advised that the Co-Chairs would be meeting with the caterers at the Royal Connaught to select a menu of international finger foods. Eleanor Rodney is arranging for school children to make place mats and the Keynote Speaker will be Maryka Omatsu, a Judge of Japanese descent. The Dominican Dancers will be providing entertainment together with the Japanese seniors and a children's choir. The Secretary was requested to arrange for name tags for the Committee and Advisory Council members.

(c) Letters to the Editor

The Co-Chairperson introduced a letter to the editor of The Spectator, which had been submitted by a member of the Advisory Council, with regard to the equity survey response. She said she wished to remind members that only the Chairperson/Co-Chairperson spoke on behalf of the Committee.

It was noted that the writer had not in fact indicated membership on the Advisory Council but had signed the letter as an individual.

(d) Mount Olive Scholarships and McMaster University Afro-Caribbean Students Mentor Ship Programme

The Committee was in receipt of a letter inviting the Co-Chairperson of the Mayor's Race Relations Committee to attend the annual banquet and ball of the Mount Olive Lodge on

Saturday, November 06, 1993. The Committee agreed to purchase two tickets for this event to be attended by Marlene Thomas-Osbourne and Sandra Wilson or Jacqueline Crerar.

10. Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

Mayor R. M. Morrow
Chairperson
Mayor's Race Relations Committee

Marlene Thomas-Osbourne
Co-Chairperson
Mayor's Race Relations Committee

Stella Glover
Secretary
Mayor's Race Relations Committee

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